

RESOLUTION

APPROVING THE COST ITEMS OF A COLLECTIVE BARGAINING AGREEMENT BETWEEN THE CITY OF NASHUA AND U.A.W. LOCAL 2232, PROFESSIONAL UNIT FROM JULY 1, 2014 THROUGH JUNE 30, 2017 AND AUTHORIZING RELATED TRANSFERS

CITY OF NASHUA

In the Year Two Thousand and Fourteen

RESOLVED by the Board of Aldermen of the City of Nashua that the cost items of the attached collective bargaining agreement between the City of Nashua and U.A.W. Local 2232, Professional Unit are approved. The collective bargaining agreement covers the period from July 1, 2014 through June 30, 2017.

In addition, this resolution authorizes the transfer of \$36,572 from Department 194, Contingency, Account #70150 "Contingency for Negotiations" into various departments, Account #51900 "Payroll Adjustments" to fund FY2015 salary adjustments contained in the agreement.

LEGISLATIVE YEAR 2014

RESOLUTION:

R-14-072

PURPOSE:

Approving the cost items of a collective bargaining agreement

between the City of Nashua and U.A.W. Local 2232,

Professional Unit from July 1, 2014 through June 30, 2017 and

authorizing related transfers

ENDORSER(S):

Mayor Donnalee Lozeau

COMMITTEE ASSIGNMENT:

FISCAL NOTE:

The cost analysis is attached.

ANALYSIS

This resolution approves the cost items of a collective bargaining agreement between the City of Nashua and U.A.W. Local 2232, Professional Unit. The Agreement has a term of 3 years, commencing on July 1, 2014 and expiring June 30, 2017. The board of aldermen must vote whether or not to approve the cost items of this contract within thirty (30) days of receipt. RSA 273-A:3 II (c). The resolution also authorizes the transfer of funds from "Contingency for Negotiations" into various departments, Account #51900 "Payroll Adjustments" to fund FY2015 salary adjustments contained in the agreement.

Charter Sec. 53 permits the Board of Aldermen to transfer any unencumbered appropriation balance or any portion thereof from one department, fund or agency to another. NRO § 5-130, H provides that "when proposed legislation to transfer or reappropriate a particular appropriation or portion thereof has had its first reading, such funds shall not be expended or transferred while the legislation is pending".

This CBA was approved by the Board of Public Works at their meeting on August 28, 2014, and is expected to be voted on by the Board of Fire Commissioners at their meeting on September 8, 2014.

Approved as to account number and/or structure, and amount:

Financial Services Division

By:

Approved as to form:

Office of Corporation Counsel

By:

lata. ACITEVIA

7.0014

City of Nashua UAW Professional Contract Analysis

Line No.	Description	_	Base FY14		FY15		FY16		FY17
1 2	Number of Employees in Analysis Rate Increase*		41		41 2.85%		41 2.10%		41 2.63%
3 4	Base Pay Calculations								
5 6 7	General Fund DPW Solid Waste Fund DPW Wastewater Fund DPW	\$	218,548 55,262 232,375	\$	224,776 56,837 238,998	\$	229,497 58,031 244,017	\$	235,538 59,558 250,440
7 8 9	General Fund Drvv General Fund City Hall		54,203 1,619,581		55,748 1,665,739		56,918 1,700,720		58,417 1,745,491
10	Total Base Pay	\$	2,179, 96 9	\$	2,242,098	\$	2,289,182	<u>\$</u>	2,349,445
11 12 13	\$ Increase Real % Annual Increase			<u>s</u> _	62,129 2.85%	\$	47,084 2.10%	<u>\$</u>	60,263 2.63%
14	Other Salary Costs:								
15	General Fund DPW:								
16 17	Clothing Differential and Snow Pager Coverage	5	4,268 852	\$	4,2 68 876	\$	4,268 895	\$	4,268 918
18	Total General Fund DPW	\$	5,120	\$	5,144	\$	5,163	<u>\$</u>	5,186
19 20	Solid Waste DPW:								
21 22	Clothing Differential and Snow Pager Coverage	\$ 	2,691 313	\$	2,691 322	\$ 	2,691 329	\$	2,691 337
23 24	Total Solid Waste DPW	\$	3,004	\$	3,013	<u>\$</u>	3,020	<u>\$</u>	3,028
25	Wastewater DPW:								
26 27	Overtime (includes Snow Pager Coverage) Clothing	\$	4,794 4,976	\$	4,931 4,976	\$	5,035 4,976	\$	5.167 4,976
28	Differential and Snow Pager Coverage	_	845	_	869	_	887	_	911
29 30	Total Wastewater DPW	<u>\$</u>	10,615	\$	10,776	<u>\$</u>	10,898	\$	11,054
31	General Fund City Hall:								
32	Overtime	<u>\$</u> _	2,424		2,493	<u>\$</u> _	2,545	<u>\$</u> _	2,612
33 34	Total General Fund DPW	\$	2,424	<u>\$</u>	2,493	<u>\$</u>	2,545	<u>\$</u>	2,612
35	Eductational Benefits	\$	3,300	\$	3,300	\$_	3,300	\$_	3,300
36 37	Total Educational Benefits	\$	3,300	\$	3,300	\$	3,300	\$	3,300
38	Total Other Salary Costs	<u>\$</u>	24,463	<u>\$</u>	24,726	<u>\$</u>	24,925	<u>\$</u>	25,180
39	\$ Increase			_	263	_	199	_	255
40 41	% Annual Increase				1.08%		0.81%		1.02%
42	Total Base Salary and Other Salary Costs	\$	2,204,432	<u>\$</u>	2,266,824	_	2,314,108	<u>\$</u>	2,374,625
43	\$ Change over Prior Year			\$	62,392	<u>\$</u>	47,283	<u>\$_</u>	60,518
44 4 5	% Change over Prior Year				2.83%		2.09%		2.62%

City of Nashua UAW Professional Contract Analysis

Line No.	<u>Description</u>		Base FY14		FY15		FY16		FY17
46	Retirement Costs:							_	
47	General Fund DPW:								
48	Pension @ DPW Rate of 9.15 % of Base Pay	\$	19,997	\$	20,567	\$	20,999	\$	21,552
49	Medicare	, n. . n.	3,181	•	3,272	•	3,341	•	3,429
50	Total General Fund DPW	\$	23,178	\$	23,839	\$	24,340	\$	24,980
51									
52	Solid Waste DPW:								
53	Pension @ DPW Rate of 9.15 % of Base Pay	\$	5,056	\$	5,201	\$	5,310	\$	5,450
54	Medicare		806		829		846		868
55	Total Solid Waste DPW	\$	5,862	<u>\$</u>	6,029	<u>\$</u>	6,156	<u>\$</u>	6,318
56	144								
57 50	Wastewater DPW:		04.000		04.000		22.000	_	00.045
58 59	Pension @ DPW Rate of 9.15 % of Base Pay Medicare	\$	21,262 3,439	•	21,868 3,537	\$	22,328 3,611	\$	22,915 3,706
60	Tolal Wastewater DPW	\$	24,701	\$	25,405	\$	25,939	5	26,622
61		<u>-</u>	24,101	<u>*</u>	20,400	<u></u>	20,000	<u>*</u>	10,011
	OI 5:1 5:								
62 63	General Fund Fire: Pension (NHRS Group I FY14,15 - 10.77% FY16,17 -est. 13.46%)	\$	5.838	•	6,004		7.662		7,864
64	Medicare	•	786	Ð	808	ð	7,663 825	ð	7,864 847
65	Total General Fund Fire:	\$	6,624	\$	6,812	Ś	8,488	\$	8,711
66		<u></u>		·		<u>·</u>		·	
67	General Fund City Hall:								
68	Pension (NHRS Group I FY14,15 - 10.77% FY16,17 -est. 13.46%)	\$	174,690	œ	179,669	•	229,302	ŧ	235,338
69	FICA and Medicare	•	124,083	•	127,620	•	130,300	•	133,730
70	Total General Fund City Hall:	\$	298,773	\$	307,288	\$	359,602	\$	369,068
71	•								
72	Total Retirement Costs	\$	359,139	\$	369,374	\$	424,524	\$	435,700
73	\$ Change over Prior Year			\$	10,235	5	55,150	s	11,176
74	% Change over Prior Year			·	2.9%	<u> </u>	14.9%	Ť	2.6%
75	•								
76	Insurance Benefits Costs:								
77	Medical Insurance Costs (Assumes 3% Increase in FY15; 5% in FY16 & FY17)	\$	545,509	\$	561,874		589,968	\$	619,466
78	Less: Employee Contributions	_	(109,102)	_	(112,375)		(117,594)	_	(123,893)
79	Subtotal - Medical Costs to City	\$	436,407	\$	449,499	\$	471,974	\$	495.573
80 81	Dental Insurance Costs (Assumes 3% Increase in FY15, FY16, FY17)		32,478		33,452		34,456		35,490
82	Life Insurance Costs (Increase based on Rate Increase) Total Insurance Benefits Costs	\$	7,595 476,481	-	7,812	-	7,976	-	8,186 539,2 <u>49</u>
		•	4/0,401	<u>*</u>	490,764	<u>\$_</u>	514.406	<u>\$_</u>	
83	\$ Change over Prior Year			<u>\$</u>	14,283	<u>\$</u>	23,643	<u>\$</u>	24,842
84	% Change over Prior Year				3.0%		4.8%		4.8%
85 86	Total Costs	•	3,040,052	ŧ	3,126,962	ŧ	3,253,038	¢	3,349,574
		<u>*</u>	3,040,032	<u>*</u>				_	
87	\$ Change over Prior Year			<u>\$</u>	86,911	<u>→</u>	126,076	<u> </u>	96,536
88	% Change over Prior Year				2.9%		4.0%		3.0%
89 90									
	Average Append Total Companyation Posters	•	74.440		76 00=		70 040		04 607
91 92	Average Annual Total Compensation Package Average Annual Increase per Employee	\$	74,148	\$	76,287 2,120		79,342 3,075		81,697 2,355
93				•	2,120		4.0%	•	3.0%
93	Average Percentage Increase per Employee				2.5%		4.0%		J.U 76

*Grid avg. per year 2.1%; FY15 COLA .75%, FY17 COLA 10/12 of .75%

COLLECTIVE BARGAINING AGREEMENT

BETWEEN

THE CITY OF NASHUA, NH

AND

U.A.W. LOCAL 2232

PROFESSIONAL UNIT

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Article 1 Agreement

AGREEMENT, made and entered into as of the	day of
, 2014, by and between The City of Nashua	, New Hampshire (hereinafter called the
"City") and the International Union, United Automobile,	Aerospace and Agricultural Implement
Workers of America (UAW) and its Local # 2232,	, United Automobile, Aerospace and
Agricultural Implement Workers of America (UAW), Pi	rofessional Unit, (hereinafter called the
"Union").	

Article 2 Recognition

The City hereby recognizes the Union as the sole and exclusive representative of the professional employees as certified by the PELRB of New Hampshire as per Appendix A.

The City agrees that it will not discriminate against, intimidate, or coerce any employee in the exercise of their rights to bargain collectively through the Union on account of membership in or activities on behalf of the Union. The City agrees that it will deal with the Union for the purposes of bargaining with respect to wages, hours of duty and working conditions of members of the Bargaining Unit.

Should there be a dispute between an employee and the Union over the matter of an employee's Union membership, the Union agrees to hold the City harmless in any such dispute.

Article 3 Discrimination

It is agreed that the City will not discriminate on the basis of sex, race, color, national origin, religion, lawful political or employee's organization affiliation, age, marital status, sexual preference, or non-disqualifying disability, or on any basis prohibited by law.

Article 4 Union Dues

An employee, who is a member of the Union, may execute a written authorization providing that a portion of their salary representing monthly dues be withheld weekly and forwarded to the Union. Upon receiving a properly executed Authorization and Assignment Form from an employee, the Local 2232 shall notify the Human Resources/Payroll Department to deduct from salary due, the amount authorized, and a copy of said form acceptable to Human Resources Department shall be furnished thereto in advance of said deduction. A copy of said form is attached as Appendix B.

Each month, a check for the amount of all dues deducted, along with a current list of members from whose salary dues deductions have been made, shall be transmitted to the Treasurer of the Union.

An employee who executes such authorization form shall continue to have such deductions made from their salary during the term the Agreement or until the Human Resource/Payroll Department, with a copy to the Union, are notified that the Authorization and Assessment Form is being revoked, and the employee thus redraws the authority for the deduction of dues. Dues deductions shall be made without cost to the employee or the Union.

Dues deductions shall be subordinate to deductions required by law and other deductions. No deductions shall be made if an employee has insufficient salary in any pay period. The City of Nashua shall not be responsible for deducting any arrearage in dues owed to the Union by a member, or any special or other assessment by the Union, with the exception of the deduction of initiations fees if expressly authorized on the form noted above.

Deductions shall automatically terminate upon the occurrence of any of the following events:

- 1. Termination of employment;
- 2. Transfer out of the bargaining unit;
- 3. Lay-off;
- 4. Revocation by the employee of Dues Authorization.

The Unit shall indemnify and save harmless The City of Nashua in and on account of any and all claims, suits and damages arising out of, or in relation to, such dues deductions.

Article 4A Agency Fee

An employee who elects not to pay Union Dues shall pay an agency fee for services rendered by the Union commensurate with the employee's fair share apportionment for the cost of collective bargaining, contract administration, and grievance adjustment. The City agrees to collect agency fees in the same method and manner as the collection of Union dues.

Union Fees - Grievances

Some employees' positions are subject to the terms and conditions of this agreement by virtue of inclusion in this bargaining unit although the employees have chosen not to join the union or pay agency fees. In the event that such an employee wishes to file and/or appeal a grievance under the terms of this agreement, the Union will represent such employee upon request in exchange for the following fee:

Grievance Procedure Through Step: Fee:

1

\$ 50.00

2	\$ 150.00
3	\$ 300.00
4	\$ 400.00 (where applicable)
5	\$2,000.00 (plus arbitrator and filing fees,
	lost time of witnesses, travel expenses, and
	other costs, etc.)

All fees are to be paid up front for the above named services.

Article 5 Employee Rights

It is agreed that neither the City nor its Departments will:

- A. Dominate or interfere in the formation and administration of the Union;
- B. Discriminate in the hire, tenure, or the terms and conditions of employment of employees or potential employees, for the purpose of encouraging or discouraging membership in the Union;
- C. Discharge, suspend, discipline, or otherwise discriminate against any employee because the employee has filed a complaint, affidavit, or petition, or given information or testimony on a grievance, as set forth in RSA 273-A;
- D. Restrain, coerce, or otherwise interfere with the Union in the exercise of rights granted by statute.

It is the intention of all the parties that this article provides that the Union shall enjoy all the rights secured by RSA 273-A.

Article 6 Management Rights

Except as otherwise provided for in this agreement, the City of Nashua, its respective Boards or Commissions and officers, shall have, whether exercised or not, all the rights, powers, and authority vested in it by virtue of the Statutes of the State of New Hampshire and the Nashua City Charter and Ordinances, now or hereinafter enacted including, but not limited to, the rights to:

- A. Control the management and administration of the City of Nashua;
- B. Hire, promote from within, transfer, assign, retain, layoff, and direct employees within the City of Nashua;

- C. Suspend, demote, discharge and take other disciplinary actions against employees for just cause;
- D. Issue, modify, and enforce Rules and Regulations which do not expressly violate the terms of this Agreement.
- E. Determine the methods, means, and personnel by which the City of Nashua's operation is to be conducted, as well as to determine those operations and to assign duties, hours, and responsibilities to its employees accordingly;
- F. Exercise control and discretion over the City of Nashua, it organization, and the technology or lack thereof of performing its work;
- G. Determine the standards of selection for employment and the standards of service to be offered by the City of Nashua;
- H. Assign Union employees to work in any job classification as needed, in the judgment of the appropriate supervisor or manager.
- I. Exercise managerial policy, as set forth in RSA 273-A;
- J. Schedule the hours and days of work whether for emergency purposes or not.

The foregoing Management rights are set out for purposes of illustration and not limitation; the City of Nashua retains all such rights, powers, and authority, whether exercised or not, conferred upon it by law.

Article 7 Strikes and Work Stoppages

The Union shall not instigate, sponsor, or encourage any activity or action in contravention of the provisions or intent of the Agreement.

No employee shall, alone or in concert, engage in, initiate, sponsor, support or direct a strike, work stoppage, or refuse in the course of employment to perform assigned duties; or withhold, curtail or restrict services or otherwise interfere with the operations of the City of Nashua or encourage others to do so; or engage, or participate in any other form of job action.

Article 8 Work Week and Work Schedule

A. The work week shall consist of seven (7) consecutive twenty-four (24) hour periods and shall stay consistent with current practice.

- B. The normal work schedule shall consist of five (5) consecutive eight (8) hour work days.
- C. Employees engaged in continuous operations such as BPW, and other jobs where employees are ordered on call at any hour of the day, shall have regular working hours and regular work weeks to suit specific jobs in these continuous operations as practiced as of the date of execution.
- D. The City may establish working hours for jobs having other than normal requirements.
- E. Any change in the regular work schedule hours shall be the subject of discussions between the Union and the City before being implemented. This subsection shall not be construed to reduce or impair managements authority pursuant to the article entitled "Management Rights" supra.

Article 9 Overtime

Overtime may be required of all employees. Compensation therefore shall be paid as required by the Fair Labor Standard Act and other pertinent law. Nonexempt employees called in from home to work shall receive a minimum of three (3) hours pay therefore at the applicable rate. Employees who are "on call" or subject to the provisions of a written procedure established by management requiring periodic work outside their regularly scheduled hours shall be paid any additional pay provided for in such procedures. Inspectors in the Community Development Division shall receive a minimum of three (3) hours pay at the applicable rate for scheduled work on Saturday or Sunday or between the hours of 9:00 p.m. and 5 a.m.

For any employee in the Public Works Division, time and one half the employee's regular hourly pay shall be paid for work assigned and performed in excess of eight (8) hours in a work day, or in excess of forty (40) hours in a work week. Paid Earned Time, paid holidays, military active duty for training, jury duty, bereavement leave, or other excusable reasons of similar urgency, shall be considered as time worked for the purpose of computing overtime pay.

When Park Department foremen go on permanent night shift assignment, all overtime for these employees in the Park Department will be based on the premium rate of pay (base pay plus shift differential) for all overtime work performed.

Overtime shall be allocated within a department on a rotating basis starting with the most senior qualified employee. The next round of overtime shall begin with the next senior employee not previously contacted for overtime. Once the list is at the bottom (least senior employee) the list will start again with the most senior. All qualified bargaining unit members in the division shall be offered overtime before members of other units.

Notwithstanding the foregoing, overtime in emergency situations shall be assigned as determined by management in order to best address the emergency. In this event, employees required to work overtime for the emergency will be skipped over the next time they would be eligible for non-emergency overtime.

For the purposes of this section, seniority shall be calculated on the same basis as Job Posting/Lay-offs and Recall.

The City and the Union will jointly maintain an updated overtime rotation list. The Union will provide the City with any changes in contact information. These changes will be made to the list as soon as they are received from the Union. Any errors in allocating overtime will be corrected immediately by placing the missed individual at the top of the overtime list and giving him or her the next overtime opportunity. This subsequent opportunity will be offered for the same number of hours as the missed opportunity. The employee's original position on the overtime list will not change with this action. Corrections of errors in allocating overtime shall be handled in this manner not more than once per individual employee per fiscal year.

Employees who agree to be "on call" shall be compensated one (1) hour of overtime rate (time and a half) per day. The employee will be issued a pager or cell phone and respond to it if paged or called.

Overtime opportunities for street foremen shall be as follows:

List A: Street Foremen

List B: Other Street Department Foremen

List C: Other qualified UAW employees in the Street Department

List D: Park Department Foremen

List E: All other qualified UAW employees

Snow overtime opportunities for street foremen shall be as follows:

List A: Street Foremen

List B: Other Street Department Foremen

List C: Other Snow Route Foremen, not in the Street Department

List D: Other qualified UAW employees in the Street Department

List E: Park Department Foremen

List F: All other qualified UAW employees

In the event that no one volunteers for duties relative to snow operations, any new UAW employee hired or promoted on or after June 2, 2003 is required to be available for snow-related overtime and will be assigned by reverse seniority on a rotating basis.

Anyone who is on Earned Time Leave or who is under medical restrictions or who has reasonable justification for not being available shall not be required to accept overtime assignments.

The City shall provide the Union with the qualifications necessary to assume, on a temporary basis, the duties of a snow route foreman, and once an employee has been determined to have these qualifications, the employee shall be included in List F.

The City shall provide any necessary training to allow employees to become qualified for these snow operations.

Article 10 Seniority

Seniority shall be defined as the continuous length of service with the City of Nashua. For the purpose of Lay-offs, Recall and Job Postings seniority shall be in accordance with the following:

Three points [3] shall be awarded for each completed year an employee works in a specific department.

Two points [2] shall be awarded for each completed year an employee works in a specific division, and out of the department.

One point [1] shall be awarded for each completed year an employee works for the City and out of the division, and out of the department.

Seniority shall be based on the total number of points an employee has accumulated.

For an example an employee with eleven years with the City in continuous service, and as follows:

department	division	city
5	3	3

would have 24 points [5x3+3x2+3x1].

The City shall furnish the Union Chairperson with an up-to-date Seniority List on a monthly basis. The City will also furnish the names of all new hires, promotions, layoffs and terminations on a weekly basis.

Seniority shall be broken for the following reasons:

- a) If the employee quits or retires.
- b) If the employee is discharged for just cause.
- c) If the employee is laid off for a period of time greater than two (2) years.

Until an employee has served the probationary period, the employee has no seniority status and may be discharged or laid offiwithout cause. Upon successful completion of the probationary period, seniority will accrue retroactively to the date of hire.

The employee shall accumulate seniority while on an authorized leave of absence.

Article 11 Grievance Procedure

In the event that differences arise with respect to any provision of this Agreement, an earnest effort shall be made to settle such differences promptly in the following order and manner:

An employee shall present an oral grievance with or without the assistance of the Union to the employee's immediate supervisor. The supervisor shall respond to the grievance within five (5) working days. If the grievance is not settled at this step, the grievance may proceed to the next step. The employee will be paid at the employee's regular rate of pay for time spent presenting the oral grievance, if during work hours. Any resolution of the grievance shall not be inconsistent with the terms of this agreement. The Union shall be notified of the resolution of the grievance.

Step II The grievance shall be set forth in writing on the form as provided in Appendix C.

The grievance must be signed by the aggrieved employee and Union Representative, and presented to the employee's Department Head within five (5) working days after receipt of the supervisor's decision in step I.

The Department Head will be given five (5) working days after the receipt of the grievance to have a meeting with the aggrieved party and communicate a decision in writing to the Union. If the grievance is not settled to the satisfaction of the employee and the Union, or if no reply is communicated after the five (5) working days, the grievance may proceed to Step III.

The city and the union may agree to proceed directly from Step I to Step III in an effort to expedite the grievance process.

Step III The Union will inform the Division Director and Human Resources Manager of the grievance, in writing and within five (5) working days of the Department Head's decision or lack thereof. The Union shall provide the Division Director and Human Resources Manager with copies of all prior communications. The Division Director and/or the Human Resources Manager will be given ten (10) working days to jointly meet with the union representative and aggrieved employee and communicate a written decision to the Union.

If the grievance is not settled to the satisfaction of the employee and the Union, or if no reply has been communicated after the ten (10) working days, the grievance may proceed to Step IV for positions governed by an established Board of Commissioners (Fire, BPW, etc.) and to Step V for all others.

Step IV

The Union will inform the Board of Commissioners of the grievance, in writing and within five (5) working days of the Division Director's decision or lack thereof.

The Union shall provide the Board with copies of all prior communications. The Board of Commissioners will be given twenty (20) working days to meet with the

union representative, with or without the aggrieved party, and communicate a written decision to the Union. If the grievance is not settled to the satisfaction of the employee and the Union, or if no reply has been communicated after the twenty (20) working days, the grievance may proceed to Step V.

Step V

Within twenty (20) working days of the Division Director's and/or Human Resources Manager's, or applicable Board of Commissioners decision, or expiration of the decision period, the Union will have the option of submitting the grievance to arbitration. The Union shall inform the Human Resources Manager in writing of its decision to arbitrate.

The choice of Arbitrator shall be by agreement of the two parties. However, if no such agreement has been reached within ten (10) working days notice of intent to arbitrate, the grievance may be referred to the Public Employee Labor Relations Board for the selection of the arbitrator in accordance with the procedures then obtaining. All decisions of the arbitrator shall be binding. The arbitrator shall have no authority to award a monetary remedy hereunder other than for lost compensation which would have been otherwise received pursuant to the terms of this agreement.

The operation of this grievance and arbitration agreement shall be subject to the provisions of Chapter 542 of the New Hampshire Revised Statutes Annotated.

Time Limitations

The city and the union may waive steps or extend the time for any action stated above by mutual consent in writing, but all the steps of this procedure shall be handled as expeditiously as possible with a view to promoting and maintaining harmony. Request of either party for extensions of time shall not be unreasonably denied.

Failure at any step of this procedure by the City to communicate a decision in writing on a grievance within the time specified shall permit an appeal of the grievance to the next step. Failure at any step of this procedure to appeal a grievance to the next step within the specified time limits shall be deemed to be acceptance of the decision rendered at the step.

No grievance will be considered unless it is presented in Step I within 15 days of the date that the employee and/or union became aware that a contract violation may have occurred.

Right to Withdraw

The aggrieved party has the right to withdraw the grievance at any time during the proceedings.

Union Representation

The City will allow the grieved party reasonable time to meet with Union representatives for the purpose of discussing and presenting the grievance. Whenever possible, the Union representative will notify their immediate supervisor when they are meeting with the grieved party.

Fees

The fees and expenses charged by the arbitrator shall be shared equally by the City and the Union.

Mediation

Grievance Mediation may take place, at no cost to either party, in the grievance procedure at any time if agreed by both parties. Either party may submit a request to the other requesting Grievance Mediation. The parties may use any mediator or service, including the Federal Mediation and Conciliation Service or may agree to mediate without a third party.

Article 12 Job Posting/Lay-Offs/Recall

Each position shall be defined by a Job Description. All Job Descriptions shall be reviewed and evaluated and assigned a grade. The Union shall have input in the Job Description process and shall be notified when any Job Description is being created, under review, being reevaluated or has been requested to be reevaluated.

Effective upon the ratification of this agreement, the City and the Union agree to meet and discuss the criteria for use in determining upgrades for positions and the procedures by which employees may request to have their Job Descriptions reviewed for possible upgrade.

Eligibility: All vacancies in positions within the bargaining unit will be subject to the posting procedures specified in this Article. When filling vacancies for positions covered by this Agreement, current regular full-time and part-time UAW bargaining unit employees who have completed their probationary period are eligible to apply for a vacant position.

General Posting Policy:

Internal Postings - A notice of position vacancy shall be communicated to all UAW bargaining unit employees. The notice of position vacancy will be distributed to every department and posted on the City's bulletin boards for five (5) working days to allow qualified eligible employees to apply. The notices will include information on job title, grade, salary/hourly rate, department, Union Affiliation, brief description of the job content, and position qualifications. If after the posting of the notice, no qualified employee has applied, the notice of vacancy shall be posted externally in accordance with the Human Resource Department requirements.

Within 60 days of a permanent opening, the City shall either post the position and fill it as stated above or eliminate the position with such notice to the Union. The City can request an extension of time to fill an opening, which will not be unreasonably denied by the Union.

The settlement agreement concerning job postings Dated July 25, 2005 is incorporated into this agreement as follows:

1. The UAW agrees that internal job postings of supervisory or administrative positions in UAW-represented bargaining units will be first communicated to all UAW and AFSCME bargaining unit employees. The job postings will be distributed to every department and posted

on the City's bulletin boards for five working days to allow qualified eligible employees to apply. If after the posting of the notice, no qualified employee has applied, the job posting shall be posted externally in accordance with Human Resource Department requirements.

It is understood that under AFSCME's collective bargaining agreement with regard to promotions to supervisory or administrative positions, the language in its 2002-2006 agreement and any successor agreement shall continue to limit AFSCME to grieving only issues of City notice and consideration for the posting and not the City's employee selection.

It is further understood that under UAW's collective bargaining agreement with regard to Article 12, Job Posting / Lay-Offs / Recall, the language in any successor agreement shall incorporate the understanding set forth in this paragraph and no further negotiation shall be required of the UAW by the City on internal postings.

2, [Omitted intentionally.]

3. The City agrees that with regard to vacant or newly created merit positions, a notice of position vacancy shall be communicated to all merit and UAW bargaining unit employees before notice is communicated to other City or external candidates. Such first notice shall be distributed to every department and posted on the City's bulletin boards for five working days to allow qualified eligible UAW bargaining unit employees to apply. If after the posting of the notice no qualified UAW bargaining unit member has applied, the notice of vacancy shall be posted externally in accordance with the Human Resource Department requirements.

Selection of qualified candidate:

The hiring manager shall make the final decision when filling the position; however, the guidelines for filling any open position prior to commencing work are based upon the employee's ability, qualifications, experience, background check, and/or a driving record check and the ability to successfully pass a physical examination, if required for the vacant position. The best qualified candidate shall be selected. Where qualifications between applicants are relatively equal, seniority as calculated in Article 10 will be used to award the position.

The notice for vacant positions shall not be posted, externally, until all internal applications have been reviewed and/or interviewed.

Each new employee shall receive a copy of the current Collective Bargaining Agreement covering the position (via electronic copy if appropriate) and be permitted reasonable time to meet with a Union representative. The city shall notify the union on or before the hiring date of any new UAW employee so that the union may send a representative to meet with the employee at the time of hire.

The City shall notify the Union (via email if appropriate) of each new employee as they are hired, including the employee's name, address, position title, department, and work location within five (5) business days of their employment with the City.

Promotional Opportunities:

A promotional employee shall have a performance evaluation completed at least once during the probationary period. Should the promotional employee's performance be unsatisfactory, or should the promotional employee find the job unsatisfactory anytime during the promotional probationary period, the promotional employee shall be entitled to return to the position from which promoted within thirty (30) days of the promotion, unless extended for an additional thirty (30) days by management.

Probationary Period:

The probationary period for all new hires will be at least ninety (90) calendar days and may be extended by management in order to provide the employee additional time to be successful. In no case will the probationary period be more than 180 days. For promotional employees, the probationary period is 30 calendar days, unless extended as above.

Rate of Pay:

Persons appointed to positions for the first time shall be paid an amount within the established range for the position. All promotional probationary employees are eligible for any and all overtime opportunities.

Lay-Off Provision:

Management reserves the right to lay-off employees as deemed necessary to conduct its operations. In the event of layoff management will give 30 days written notice to affected employees. When making layoff decisions, such factors as job performance, absenteeism record, and workload of personnel will be considered. If management finds all factors to be reasonably equal for the employees subject to layoff, then reverse seniority shall be utilized in making the layoff decision. In cases where an employee has five (5) or more years of seniority, the employee shall be eligible to bump the least senior employee remaining in a position class series in his/her department for which he/she is qualified, if any. In the event that there is no one available to bump in the department, the employee may exercise the same bumping rights in their division.

Recall Provision:

Laid off employees shall be eligible for recall for a period of two (2) years from the date of layoff. A laid off employee shall be given preference for any position which he/she may be qualified during said period. Recalled employees must be qualified for the position to which recalled. The Human Resource Department shall send notices of other position vacancies to all employees eligible for recall to their last known address.

Article 13 Distribution of this Agreement

Upon final execution of this Agreement, the City shall print and distribute or distribute via email an initial copy of this Agreement to all unit members in the employ of the City as of the execution date. The Union shall be responsible for distributing a copy of the Agreement to all unit members hired after the date of execution.

Article 14 Holidays

Employees covered under this agreement shall receive straight time wages and not be required to work on the following holidays, except as otherwise provided in this article:

New Years
Martin Luther King, Jr. Day
Memorial Day
Independence Day
Labor Day
Veteran's Day
Thanksgiving Day
Christmas
Presidential Election Day [every four years]
Presidents' Day

In addition to the above days, two (2) holidays shall be determined by the Mayor in January of each year.

Employees working in the Public Works Division shall have the same holidays as those specified in Article 15A of the collective bargaining agreement between the Board of Public Works of the City of Nashua and Local 365 of the American Federation of State, County and Municipal Employees, AFL-CIO, provided that the total number of holidays shall be no less than holidays listed above.

Employees required to work a holiday shall receive one and one half (1.5) their usual straight time rate of pay for hours worked. In addition they shall receive holiday pay unless, prior to submission of the weekly payroll, the employee requests in writing to take the holiday time off on a scheduled work day satisfactory to management, within three (3) months from the date of the holiday.

When a holiday occurs during scheduled time off, the holiday shall be paid at straight time and the employee will not be charged with earned time for that day.

If a holiday falls on a Saturday and is observed on a Friday, said Friday shall be a paid holiday. If a holiday falls on a Sunday, and is observed on a Monday, said Monday shall be a paid holiday.

Article 15 Unpaid Leaves

A leave of absence is an unpaid, excused absence approved in advanced by the employees immediate supervisor, department head, division director and the Human Resource Department. Employees on a leave of absence shall receive no pay from the City.

Request for leave of absence shall be documented for approval on a personnel action form. The City shall have no obligation to grant unpaid leave of absences, but will endeavor to do so where reasonable and consistent with its operational needs.

Failure on the part of an employee on a leave of absence to report at its expiration, shall be cause for termination of employment.

An employee on a leave of absence should not accept employment or conduct a business unless the activity was previously approved by the Human Resource Department.

Employees who are absent because of non-occupational illness or disability may be granted unpaid leave of absence after the expiration of all benefits, earned time and sick pool leave to which the employee is entitled.

Employees shall not be entitled to bereavement leave pay or holiday pay while on an unpaid leave of absence.

Earned time benefits will not accrue for the employee on an unpaid leave.

Payment of Health, Dental and Life Insurance Benefits While on Unpaid Leaves

During a leave of absence for personal illness, the City will continue to pay its portion of health, dental and life insurance premiums, for up to six (6) months. The employee will continue to pay their portion of the premiums during that period, and thereafter shall pay 100% of the cost to continue coverage.

Payment of group insurance premiums during a leave of absence must be arranged in advance with the Human Resource Department and the Risk Management Department.

Article 16 Bereavement Leave

The City permits absence from scheduled work with pay necessitated by death in your immediate family, up to a maximum of three (3) regularly scheduled workdays at their straight time rate of pay per occurrence.

The immediate family includes the employee's spouse or domestic partner and the following relatives of the employee, employee's spouse or employee's domestic partner: children, step-children, brother, step-brother, sister, step-sister, parents, step-parents, grandparents, grandchildren, daughter-in-law, son-in-law. The term child includes the loss of the fetus after the second trimester of the pregnancy.

The City permits absence from scheduled work with pay necessitated by death of an employee or employee's spouse's or domestic partner's aunt or uncle, niece or nephew or the loss of a fetus

after the first trimester of the pregnancy, for one (1) regularly scheduled workday at their straight time rate of pay per occurrence.

Employees may be required to submit official notice or medical verification to substantiate the bereavement leave request.

Employees on a scheduled leave of absence are not eligible for bereavement leave pay.

In the event the death for which leave is taken occurs during use of Earned Time, in accordance with Article 41, and the employee desires to take bereavement leave during that period of the usage of Earned Time, the bereavement time taken during the use of Earned Time shall not be charged against the employee's Earned Time accruals.

Article 17

[Deleted]

Article 18
Jury Duty Pay

All persons covered under this agreement which are called upon to serve as a juror will be paid the difference between the fee received for such service and the amount of straight time earnings lost due to the jury duty.

Article 19 Workers' Compensation

Workers' compensation shall be provided by the City with coverage as specified in legislation of the State of New Hampshire.

In the event an employee is injured on the job and is collecting workers' compensation, the City agrees to:

- 1 pay the employee each week, the payment will include the difference between the amount they are paid under Worker's Compensation and the amount of the employee's pay for their regularly scheduled work week as in effect at the time of the injury.
- 2 make such supplemental payments for as long as the employee is disabled, but in no case longer than six (6) months from the date of injury.
- 3 continue to accumulate all benefits [earned time] during the period in which the employee is out on Workers' Compensation, up to six (6) months from the date of injury.

An employee injured while on the job and absent because of such injury shall be paid by the City for the full day which the injury occurred.

Article 20 Tuition Reimbursement

The City shall continue to maintain the existing "tuition account" as a combined account for Professional and Clerical/Technical employees covered under their respective collective bargaining agreements with UAW Local 2232. Funds that are not used in any year will remain available in subsequent years until spent. Tuition reimbursement will be available to employees who are laid-off but have received approval for and commenced taking a course prior to their layoff. The tuition monies will be administered by the Human Resource Department. Funds will be disbursed on a first come, first served basis.

On July 1, 2014, July 1, 2015, and July 1, 2016, the City shall contribute the sum of ten thousand dollars (\$10,000.00) to the above-described "tuition account".

In addition, if on June 30, 2015, 2016, or 2017, there are no remaining funds in the tuition account and there are Professional or Clerical/Technical employees who have not received any funding from the tuition account in that fiscal year, and who are eligible for reimbursement for work-related courses, degrees, or certificate programs, then each fiscal year the City shall pay up to three thousand dollars (\$3,000.00) for said reimbursement.

Reimbursement is as follows:

Seventy five percent (75%) for courses taken in a work related degree or certificate program, Seventy five percent (75%) for work related courses, and

Fifty percent (50%) for courses taken in a non-work related degree or certificate program, and Fifty percent (50%) for "other" courses, non-work related, non-degree provisions pursuant to the following:

Forms for the "other" courses must be submitted to the Human Resource Department by June 1st of each year. Monies will be disbursed on a first come first served basis and as funds permit. No monies for "other" courses will be disbursed prior to June 1st of each year.

Reimbursement eligibility is in the order set forth above to the limit of available funds. All courses must be approved in advance by the Human Resources Department in order to be eligible for reimbursement. Any single individual employee may utilize up to fifteen percent of the total tuition account per fiscal year. However, if such an employee would be entitled to additional reimbursement but for this limit, and there is any money remaining in the tuition account at the end of the fiscal year, said employee can request additional reimbursement. The Human Resources Department will develop such administrative policies and forms as may be needed from time to time to efficiently administer this program.

Reimbursement is subject to the following:

Students enrolled in a bachelors degree, associates degree or certificate programs and students taking non work related courses must achieve a "C" or better in the course to be reimbursed.

Students enrolled in graduate studies must achieve a "B" or better in the course to be reimbursed.

Students enrolled in "other" courses, including courses without grades, must show documentation of completion of the course.

Mandatory Courses

Courses required to be taken by the City of Nashua, shall be reimbursed at one hundred percent of all tuition, lab, registration and related expenses. The City shall fund all expenses separate of the "tuition account" described above.

Article 21 Alternative Schedules

Employees shall ordinarily work five (5) eight (8) hour days per week as scheduled during normal city business hours by management. Employees may request alternative schedules. In the event that City operations warrant, management may establish alternative schedules. If alternative schedules are not established for all employees performing the same duties, those employees concerned may select the schedule they prefer on the basis of seniority up to the number of employees to be assigned the alternative schedule.

Article 22 Long Term Disability (LTD)

Full time employees and part time employees working twenty (20) or more hours per week who are covered by this agreement and who have been employed by the City for one (1) year on an uninterrupted basis except by reason of layoff, on the job injury or approved leave of absence, shall be covered for long term disability under a policy of insurance, the premium for which is to be fully paid by the City, subject to such eligibility requirements and other terms and conditions as the carrier may establish. The City reserves the right to change long term disability insurers to another commercially available program having overall comparability of coverage to that currently in effect on the date of execution hereof, or to self insure said coverage. Employees are encouraged to maintain adequate earned time balances to cover the elimination period for the long term disability benefit in the event a claim is made.

Article 22A Short Term Disability (STD)

The City of Nashua will offer Short Term Disability coverage to all employees covered under this CBA. Participation in this program will be completely optional and funded entirely at the employee's expense.

The City of Nashua will provide administrative support in maintaining this program, similar to what is currently offered to DPW employees.

Article 23 Health Insurance

The City shall provide, subject to the provisions of this article, upon request of an eligible member of the bargaining unit, the amount of the premium specified below for an individual, two person, or family plan, of one of the following:

- (a) Point-of-Service-Plan with benefits comparable to those currently provided;
- (b) HMO Plan with benefits comparable to those currently provided; or
- (c) The city may make additional plans available to members with benefit levels and premium cost sharing determined by the city in its sole discretion.

The option of the health care plan is at the sole discretion of the City. It is agreed by all parties concerned that the city reserves and shall have the right to change insurance carriers provided the benefits to participants are comparable and the city elects the least expensive plan available to provide such benefits.

Should the City determine that it is in the best interests of the City to offer a "comparable" plan to either option "a" or "b", it shall provide at least one hundred twenty (120) days prior written notice to the Union and documentation of the cost to members and the benefits that will be provided under the comparable plan. Should the Union determine that the proposed plan is not comparable, the grievance shall not be subject to the grievance procedure and shall be submitted directly for arbitration no later than thirty (30) days after the Union is notified of the proposed change to the comparable plan. The grievance shall be heard in an expedited manner. The decision of the arbitrator shall be binding on both parties.

Comparable Plan Definition: For the purposes of this Article, a comparable plan means no additional out-of-pocket increases to employees and no reduction in current benefits. In addition, the plan must provide reasonable access to health services and physicians, including specialists and hospitals.

For the duration of this Agreement, either party to the Agreement may request that a joint labor/management committee be convened to consider the performance of the aforementioned plans and any changes thereto.

Effective January 1, 2008: For eligible members, the City shall contribute 80% of the premium for option (a) and 90% of the premium for option (b). The City shall contribute toward the premium of

the city indemnity plan the same dollar amount it contributes toward the premium of option (a).

Effective October 1, 2011: For eligible members, the City shall contribute 70% of the premium for option (a) and 80% of the premium for option (b).

The amount of increased health insurance contributions due retroactively may be paid through payroll deductions spread over the duration of this collective bargaining agreement.

Effective 30 days after final approval of the cost items of this collective bargaining agreement, all plans offered by the City shall have the following features:

- (a) Twenty Dollars (\$20.00) co-pay per medical visit;
- (b) One Hundred Dollars (\$100.00) co-pay per emergency room visit;
- (c) Two Hundred and Fifty Dollars (\$250.00) per person, Five Hundred Dollars (\$500.00) per two-person or family inpatient/outpatient facility deductible; and
- (d) Three tier pharmacy benefit of \$5/\$15/\$35 (\$5/\$30/\$70 mail order)

Any eligible member of the bargaining unit requesting initial membership in a plan may enter during a specified enrollment period. Any eligible member desiring to select a different plan may make such a change only during the annual enrollment period. Eligible members moving into or out of a HMO or Point-of-Service Plan service area may change plans within a specified period after such move to the extent permitted by the plans.

ANNUAL AUDIT: The City of Nashua hereby agrees to conduct a yearly loss ratio analysis of all Health Insurance plans offered to employees and return all employee overpayments in the form of a Health Insurance Premium Holiday at the completion of the analysis.

Regular part time employees working a minimum of 20 hours per week are covered by the provisions of this article 23 on a pro rata basis. The proration is based on the ratio the employee's regular weekly work hours are to 40 hours. The proration applies to the City's premium contribution.

Article 24 Dental Insurance

The City shall pay one hundred (100%) percent of the premium of a two person plan dental insurance program such as Delta Dental, currently in effect on the date of execution hereof. The City reserves the right to change insurance carriers or plans, or to self insure the same. Such new plans shall offer benefits commercially available in the market and shall have overall comparability of coverage to the above referenced plans to the extent said coverages are commercially available.

Regular part time employees working a minimum of 20 hours per week are covered by the provisions of this article 24 on a pro rata basis. The proration is based on the ratio the

employee's regular weekly work hours are to 40 hours. The proration applies to the City's premium contribution.

Article 25 Life Insurance

The City agrees to pay one hundred percent (100%) of the premium cost of a Basic Life Insurance and AD&D for full time employees and part time employees working twenty (20) or more hours per week only, in an amount equal to one and one half (1.5) the employee's annual straight time wages, rounded to the nearest thousand dollars. Employees may purchase at their expense optional life insurance in denominations of up to three times their basic amount to a maximum of three hundred thousand (\$300,000) total, basic and optional combined, subject to any eligibility or other rules prescribed by the insurer. The City reserves the right to change life insurance providers.

Article 26 Dependent Care Assistant Program

Employees with dependents may be eligible for the Dependent Care Assistant Program as authorized by the Federal Government. The program allows a city employee up to a \$5,000 a year deduction from earnings without taxes [Federal, FICA] to be used for dependent care. The City agrees to maintain this program in effect during this agreement so long as the same remains authorized in its present form by the Internal Revenue Code. Compliance with the Internal Revenue Code and any and all liability for taxation are the sole responsibility of the employee.

Article 27 Pay Period

The pay period will run from Sunday through Saturday, and all employees covered under this agreement shall be paid on a weekly basis, Thursday of each week, unless a holiday falls on such day, in which case pay day will be the day prior.

Article 28 Retirement System

Employees covered under this agreement shall join the New Hampshire Retirement System, if and when eligible to do so, in accordance with the rules of that system, unless they are employees of the Division of Public Works. Division of Public Works employees shall join the Division of Public Works retirement system, if and when eligible to do so, in accordance with the rules of that system.

The City and the employees agree to comply with all rules and regulations of the pertinent system, including contribution rates, as established from time to time. If entry requirements for the DPW system are lawfully modified this article will be modified to reflect such a lawful change.

In the event that the city employees represented by AFSCME opt to change their pension plan for new hires to join the state plan, or if the current DPW system is changed [for new hires] by ordinance, the Union agrees to meet with the City and discuss implementation of the said changes.

Article 29 Military Service

Any full time employee covered under this Agreement who leaves to enter directly into involuntary active service in the Armed Forces of the United States is granted a military leave of absence for the anticipated length of service. A Military leave of absence entitles an employee to be reinstated to the position held, or one similar in pay and status, so long as the employee provides notice of his/her desire to resume such employment within thirty (30) days of discharge from the armed forces and the employee accepts such discharge at the earliest possible date.

Article 30 Military Reserve and National Guard Pay

Any full time employee covered under this Agreement called to serve not more than a seventeen (17) day annual training tour of duty with the National Guard or Armed Forces Reserves will be paid the difference between his or her pay for such government service and the amount of straight time earnings lost by the employee by reason of such service, based on the employee's regularly scheduled straight time rate. Such payments are to be made following the showing of satisfactory evidence of the amount of pay received for such service.

An employee covered under this Agreement called to serve duty with the National Guard or Armed Forces Reserves in the time of war or national conflict will be paid the difference between his or her pay for such government service and the amount of straight time earnings lost by the employee by reason of such service, based on the employee's regularly scheduled straight time rate. Such payments are to be made following the showing of satisfactory evidence of the amount of pay received for such service.

Article 31 Deferred Compensation

The City will continue to offer a deferred compensation plan to all employees covered under this contract during the term hereof so long as it is authorized to do so in the present manner under the Internal Revenue Code. Deferred compensation allows the employee to defer income and the associated taxes from their paycheck, until they receive the money sometime after retirement. Compliance with the Internal Revenue Code and any and all liability for taxation are the sole responsibility of the employee.

Article 32 Mileage Reimbursement

Use of City owned vehicles

If you are assigned a City-owned vehicle and are allowed to take the vehicle home at night and on weekends, the Internal Revenue Service has ruled that the personal use of the city owned vehicle, that is commuting back and forth to work and any other non-work use, is subject to federal withholding and social security tax, where applicable. This rule does not apply to emergency vehicles specifically police and fire vehicles.

The deductions therefore will be made weekly, based on an annual evaluation of the value of the personal use of the vehicle. The personal use value shall be as required by the Internal Revenue Code and Regulations.

The multiplier used to determine the employees deduction shall be the current Internal Revenue Service mileage reimbursement rate.

Mileage reimbursement

If by nature of your job description you are required to use your privately owned vehicle you shall be reimbursed at the current city mileage reimbursement rate or the current Internal Revenue Service mileage reimbursement rate, whichever is higher. Requests for reimbursements must be submitted within 30 days of the date the mileage was incurred. The City will provide AFR10 mileage log books or a mutually agreeable substitute log book for recording mileage.

All employees who, at the date of the signing of this collective bargaining agreement, currently use their privately owned vehicle, shall be allowed to continue to do so through the remainder of this collective bargaining agreement.

Article 33 Travel

Occasionally employees travel as part of their duties. When the need for travel occurs the City shall pay all cost related to the travel consistent with the City's travel policy. Cost shall include, but not be limited to: transportation cost [plane, train, automobile rental [if required], automobile at the prescribed mileage rate, etc.], meals including tax and tip, lodging [including all taxes and a five (5) minute phone call home each night] and other reasonably related miscellaneous expenses.

Travel mileage payments shall be computed by the Financial Reporting Office in accordance with the approved travel tables prepared by the New Hampshire Department of Transportation and Rand McNally.

Article 34 Personnel File

Every employee covered under this Agreement shall be entitled to access to supervisory records and reports of competence, personal character and efficiency, along with all other information maintained in their official personnel file. The City shall allow the employee access to their file within twenty four (24) hours notice. Upon request the City shall copy the file for the employee. Subsequent copies will be made at cost.

Article 35 Protective Clothing

The City shall provide employees with all legally required protective clothing at City expense. The City will, in its reasonable discretion, provide protective clothing and equipment to employees performing operations in departments where it determines that such clothing and equipment will enhance employee safety or comfort.

In addition, the City will provide employees with a clothing allowance adequate to purchase four (4) sets of uniforms per year in departments where uniforms are required.

Article 36 Performance Evaluations

Performance evaluations shall be completed annually by the employees direct supervisor on or about June 30th of each year. The employee will not be required to sign said evaluation until such a time as all reviewing persons have had a chance to comment.

The City and the Union (both UAW units) shall form a six (6) person committee made up of three (3) Union members (with at least one member from each UAW unit) and three (3) City (management) members. This committee shall review the existing employee evaluation forms, which shall be used in the interim. Any recommendations by a majority of the committee on changes to the evaluation form shall be implemented for the following evaluation year.

Article 37 Wages

The parties agree that the increases to the grids are cost of living increases and that only the steps on the resulting grids constitute part of a pay plan under RSA 273-A:12, VII.

In the event that an employee has not completed a satisfactory evaluation on June 30 of a fiscal year, the supervisor may, at his or her discretion, extend the employee's evaluation period for a

period not to exceed 3 months. At the completion of that period, the supervisor will conduct an evaluation to determine if the employee has completed the goals for which he or she is being evaluated. If the employee then receives a satisfactory evaluation, he or she will be eligible to receive the step raise.

In the event that an employee is reclassified to a higher position within the bargaining unit, he or she will be eligible to receive the step raise regardless of the effective date of the reclassification.

Any newly hired employee or any employee promoted on or before December 31 of any calendar year will be eligible for a step raise provided that they receive a satisfactory performance evaluation for that evaluation period.

A list of initial grade assignments is attached as Appendix E. It is agreed that, during the term of this agreement, new positions may be created or grade assignments may change due to reclassifications. The City will pay the employee based on the new grade assignment.

Provision anniicable to the FY2012-FY2014 contract:

If any city bargaining unit receives a more favorable wage package, the Union may open the wage portion of this agreement for renegotiation.

Article 38 Parking Garage

All employees covered under this Agreement shall be allowed to park at no cost to the employee in any City owned or leased lot or garage while on city business.

The City will make parking passes available to all employees covered under this Agreement, to be used for travel to City Hall and other City locations on City business.

City Hall parking will be allowed in the Elm Street Parking Garage on the second level beyond the open gate or on the upper levels.

Article 39 Bulletin Boards/Mail

Bulletin Boards

The City agrees to provide space for suitable bulletin boards in convenient places in each work area, to be used by the Union. The Union shall limit its posting of notices and bulletins to each bulletin board. Posted materials and notices shall pertain only to union business. The Union agrees to maintain such bulletin boards in a neat and orderly condition.

Mall/Email

Officers or officials of the Union shall have the right to reasonable use of the City's in-house mail/email service for correspondence related to grievances or union membership notifications.

Article 40 Disciplinary Procedures

- A. It is agreed that the City has the right to discipline or discharge employees for just cause. Discipline shall be corrective in its nature and ordinarily utilized progressively. Disciplinary actions shall normally follow the order below:
 - 1. Verbal warnings
 - 2. Written warnings
 - 3. Suspensions without pay
 - 4. Discharges

Demotion may be used for disciplinary purposes in appropriate instances. In the event of suspension, demotion, or discharge, the reasons for the action taken will be given in writing to the employee within 24 hours.

It is understood that the severity of any particular infraction may warrant deviation from the aforementioned steps.

- B. Any employee disciplined or discharged shall, be entitled to the provisions of the Grievance Procedure, and will be allowed a representative of their choosing. If requested in writing by the employee, a hearing must be held with the Union, Division Director and the Human Resource Manager within seven (7) calendar days of the disciplinary action or discharge.
- C. Provided that the employee has not had recurrence of discipline within the specified period, written warnings will be removed from the employee's personnel file after twelve (12) months and all suspension shall be removed within two (2) years. The prior unexpired discipline is carried during the period of any subsequent equal or greater discipline.

Article 41 Earned Time

Generally:

Earned Time is an alternative approach to the traditional manner of covering absence for vacation, personal leave days, sick leave, and other types of leave. Instead of dividing benefits into a specific number of days for each benefit, earned time amalgamates these days, into a single benefit. Earned Time can be used for a variety of purposes including a payment in cash at

the time of termination, but only as provided in this Article. Earned Time is accrued for any month in which an employee has been employed at least fifteen (15) calendar days, beginning the first day of any month. Paid leave and absences for jury or military reserve duty are considered time worked for Earned Time accrual purposes. While an employee will earn Earned Time days during his or her probationary period, he or she cannot take Earned Time until they have completed ninety (90) calendar days of employment with the City. If an employee leaves City employment before they have worked ninety (90) days, they will not be paid for any accrued Earned Time.

Coverage:

Employees who are employed in a position at least (20) hours per week are eligible to earn Earned Time. Part time employees, those working less than 40 hours, accrue earned time on a pro-rated basis. The accrual rates for full time employees are as follows:

Bargaining unit members employed by the city on June 30, 2009 shall continue to accrue Earned Time on the following schedule:

Years of Service	Days Accrued per Month	Total Annual Days
less than 5 years	2.25	27.0
5 to less than 10 years	2.50	30.0
10 to less than 15 years	3.00	36.0
15 years to less than 20 year	rs 3.25	39.0
20 or more years	3.50	42.0
30 or more years	3.75	45.0

Bargaining unit members hired after June 30, 2009 shall accrue Earned Time on the following schedule:

Years of Service	Days Accrued per Month	Total Annual Days
less than 5 years	2.25	27.0
5 to less than 10 years	2.50	30.0
10 or more years	3.00	36.0

Years of service means continuous length of service with the City in accordance with Article 10, Seniority.

Breaks in Service:

In the event of reemployment after a break in service, as defined in Article 10, not exceeding 2 years, the employee shall accrue earned time as if that break in service had not occurred.

Usage:

All use of earned time shall be arranged in advance by the employee, and approved by his/her

supervisor prior to the date of absence, except as provided in this paragraph. Earned Time days/hours may be used after being accrued. Earned Time is ordinarily used at the rate of one day of Earned Time for each day of absence. Employees presenting a request to use earned time less than 18 hours before the earned time use is to begin shall use earned time at the rate of 1 1/4 days of earned time for each day of absence. This special rule will not apply to the first seven (7) occurrences in any calendar year. Earned time shall be used in increments of hours under the FLSA. An occurrence shall be defined as the use of two (2) or more hours of Earned Time without the 18 hour prior notification. Notification may take place in person or via email or voice mail. When an employee calls in sick and subsequently remains ill for additional days, the employee shall only be charged 1 ½ day of Earned Time for the first day of the illness. Should the illness extend for longer than a three-day period, the employee may be required to present a doctor's certificate or other evidence satisfactory to the city. Said certificate shall state that the employee was unable to work due to illness.

Termination of Employment and/or Voluntary Quit:

In the event of termination of employment, 100% of the terminated employee's earned time balance will be paid to him/her. In the event of termination due to layoff, 100% of the terminated employee's earned time balance will be paid to him/her. The employee may elect to defer payment for up to two years in anticipation of possible recall.

Retirement:

One hundred percent (100%) of any employee's unused Earned Time balance will be paid at retirement. "Retirement" shall be defined by the New Hampshire Retirement System or by Ordinance pertinent to the Board of Public Works Retirement System, as may be appropriate.

Maximum Accruals:

Earned Time accumulation shall not exceed sixty (60) days and total Earned Time days and Sick Leave Pool days combined shall not exceed one hundred forty-four (144) days in the aggregate. Balance in excess of these accruals shall be lost.

Staffing Considerations:

The parties expressly agree that all leave usage shall be affected in a manner consistent with the staffing and operational needs of the City so that services are efficiently provided to the Nashua Community. The parties agree to work cooperatively to achieve this goal. Abuse of the benefits conferred in these articles may be grounds for discipline.

Article 42 Individualized Sick Leave Pools

Generally:

The sick leave pool is intended to provide security by allowing each employee to provide for extended illness, or other disability of the employee, or for the care of a sick family member, consisting of the following: employee's spouse, children, brother, sister, parents, or grandparents. The term spouse shall include domestic partner. When acquiring Pool days, employees convert Earned Time days on a one to one and one half (1 to 1 1/2) Sick Pool days basis. The employee

may pick a given number of Earned Time days to exchange for Sick Pool days. This conversion is available annually in the employee's anniversary month. All Sick Pool conversion and usages is governed by this Article.

Sick Pool days are available for use only under the conditions listed below:

- 1. Use of Sick Pool days must begin on or after the fifth consecutive work day absence caused by illness, injury, or other disability certified in writing to the City by a physician.
- 2. The employee may continue using Sick Pool days until Sick Pool balance is zero at which point the employee may elect to use any remaining Earned Time.
- 3. Care of chronically ill relative or friend, or maternity/paternity leave, but only if the need for such leave is documented by a physician to the satisfaction of the City.
- 4. Doctor's reports may be required by the City at any time. Sick Pool leave may be denied by the City in the event that physician's certifications are not provided by the employee in accordance with this Article.

Maximum Balances:

No employee's Sick Pool balance shall exceed forty (40) days. A balance of up to ninety (90) days may result from initial conversion by employees of the City so employed on the date of execution of this agreement. No additional Earned Time days may be added or converted to the Individualized Sick Pool Leave until balance of that account is below 38.5 days.

Retirement:

Employees retiring from the City service shall be paid at their current straight time or salary rate for their Sick Pool balances, but shall not be paid therefore in the event of termination or resignation.

Article 43 Professional Affiliations/Licensing

The City shall bear the cost of all licenses and/or certifications required by various regulatory agencies [local, state and federal] to maintain the employees qualifications.

Article 44 Safety Committees

Two safety committees, each consisting of an equal number of union and management members, shall be formed to evaluate various safety issues and concerns. One safety committee shall consist

of UAW Department of Public Works Employees and other UAW employees who perform significant work outside of City offices. The other safety committee shall consist of UAW employees who primarily perform office work. The committees shall make recommendations for implementation. The City shall provide information to the committee as requested, and shall provide the necessary clerical and/or administrative assistance as needed.

Article 45 Union Business Leave

There shall be a total of twenty (20) days of unpaid Union Business Leave per fiscal year for each UAW unit, which may be used by employees for participating in Union activities. Elected Officials and Unit Chairs may be granted unpaid leaves of absence for Union Business Leave not to exceed a collective total of an additional ten (10) working days per fiscal year for each UAW unit. No employee shall take more than 10 days of Union Business Leave unless mutually agreed by the parties. Requests for leave must be made by the individual to the supervisor, with the Union's approval, reasonably in advance of the use of the Union Business Leave to allow for appropriate coverage of operations. The City shall have the right to deny requests for Union Business Leave in the event granting such leave would result in an adverse impact on operations, however, such requests shall not be unreasonably denied.

When elected officials and unit chairs use paid time for union business, including contract administration, adjusting grievances, meeting with new employees and consultation with management, they will report the time that they commence and the time that they finish that union business to their supervisor.

Article 46 Working out of Classification

An alternate rate equal to twenty cents (\$0.20) per hour less than the current regular rate paid for the alternate position will be paid to bargaining unit employees that have been assigned to work in a classification higher than the employee's regular classification, provided that the employee has worked a minimum of four (4) hours in any one (1) calendar day for an accumulated period of forty (40) hours within a twenty-four (24) month period. Once the employee meets the minimum requirements, then they shall remain eligible for the alternative rate indefinitely.

Article 47 Duration of Agreement

This Agreement between the Union and the City shall commence as of July 1, 2014, and terminate at midnight on June 30, 2017. A party desiring to negotiate a successor agreement hereto shall give notice to the other party at least 180 days in advance of the expiration date hereof, otherwise this agreement shall be renewed for a period of one year without change. If such notice is given, the parties shall negotiate a successor agreement in good faith, in advance of the expiration hereof if possible, and if said successor agreement has not been concluded by the expiration hereof, the parties shall abide by the terms and conditions hereof thereafter to the extent required by law.

AGREED to by and between the parties at of their duly authorized representatives, set	Nashua, New Hamp forth below, this	shire, as evidenced aday of	by the signatures , 20 <u>14</u> .
FOR THE CITY OF NASHUA	FOR U.A.W. 22	32 PROFESSION	AL UNIT
			_
Donnalee Lozeau, Mayor			
NASHUA BOARD OF PUBLIC WORK	KS		
Donnalee Lozeau, Chair			
NASHUA BOARD OF FIRE COMMIS	SSIONERS		
Chair			
Approved as to form:			
Corporation Counsel			

APPENDIX A AMENDED CERTIFICATION OF UNIT



State of New Hampshire PUBLIC EMPLOYEE LABOR RELATIONS BOARD

International Union – UAW, Local 2232
(Professional Unit)
and
City of Nashua
Case No. G-0043-5
Decision No. 2014-194

MODIFICATION ORDER

Pursuant to RSA 273-A and PELRB Decision No. 2014-193 the composition of the bargaining unit represented by the International Union - UAW, Local 2232 for purposes of collective negotiations and settlement of grievances, is as follows:

Unit: Recreation Supervisor, Assistant City Engineer, System Resource Manager 1, Code Official, Recycling Coordinator, Plans Examiner, Laboratory Supervisor, Senior Chemist, Environmental Chemist, Analytical Chemist, Deputy Planning Manager, Development, Planner II, Planner III, Contracts Specialist, Deputy Manager, Urban Programs, Zoning, Network Administrator, Support Specialist, Technical Specialist, Enforcement Prosecutor, Downtown Specialist, Accountant II, Accountant III, Recreation Coordinator, CSO Contract Administrator, Agronomist, Safety/Loss Prevention Analyst, Purchasing Agent II, GIS Technician, Grant Management Specialist, WWT Business Coordinator, Street Dept. Business Coordinator, Park & Recreation Business Coordinator, Business Coordinator Landfill, Community Development Business Coordinator, Supervisor, Data Management/Customer Support, System Specialist II, Systems Specialist/Web Analyst, Systems Administrator/Database Administrator, Network Analyst, Deputy Voter Registration/Customer Service Supervisor, Revenue Coordinator, Appraiser I, Appraiser II, Executive Assistant/Business Coordinator, Systems Specialist/SQL Administrator, Transit Marketing Coordinator, Transit Fleet and Facilities Supervisor, and Construction Engineer Assistant

The above named public employer shall negotiate with the exclusive representative named herein on terms and conditions of employment for the members of the bargaining unit, as herein described, and shall recognize the right of the exclusive representative to represent employees in the settlement of grievances.

So ordered.

Date: 8-14-2014

Douglas L. ingersoll, Esq.
Executive Director /Presiding Officer

Distribution: Kevin Boutin, President UAW Local 2232 Barbara Hill, H.R. Director

APPENDIX B

UNION MEMBERSHIP AND DUES FORM

Insert current union membership and dues form.

APPENDIX C

GRIEVANCE FORM

Insert union grievance form (can I get a new blank copy of one; the one we have been using has been copied and scanned so many times it's in bad shape)

APPENDIX D<u>AND D-1</u> WAGE GRIDS

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			2.00%	2.00%	2.00%	2 00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2 00%	2.00%
14	45,098	8 4	46,000	46,920	47,858	48,815	49,792	50,787	51,803	52,839	53,896	54,974	\$6,073	57,195	58,339	59,506	60,696	61,910	63,148	64,411	65,699	67,013	68,353	69,720	71,115	72,537	
- 1			2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%
15	49,587	7 50	50,579	51,590	52,622	53,674	54,748	55,843	56,960	58,099	59,261	60,446	61,655	62,888	64,146	65,429	66,737	68,072	69,434	70,822	72,239	73,684	75,157	76,660	78,194	79,757	
			2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2 00%	2.00%	2.00%	2 00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%
16	54,798	8 5	55,894	57,012	58,152	59,315	60,502	61,712	62,946	64,205	65,489	66,799	68,135	69,497	70,887	72,305	73,751	75,226	76,731	78,265	79,830	81,427	83,056	84,717	86,411	88,139	
		-	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2 00%	2.00%	2.00%	2.00%	2.00%
17	60,801	1 6	52,017	63,257	64,522	65.813	67,129	68,472	69,841	71,238	72,663	74,116	75,598	77,110	78,653	80,226	81.830	83,467	85,136	86,839	88,576	90,347	92,154	93,997	95,877	97,795	
• • •		_	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%
"		-	2.00%]	2.00%	2.00%																						2.00%]Girld A
*	Slep		2.00%]				ary Grid for				Increase	0,80%															2.00%] Girld A
	Step	4	2.00%j						11	12	Increase	0,80%	15	16	17	18	19	20	21	22	23	24	25	28	27		2.00% Grid A
de 11	54ep	4	5			ssional Sals		FY2014		12	13	14			17 44,927	18 45.825 T		20 47,677		22 49,603	23 50,595 (24 51,607	25 52,639	28		28 55,861	
		4	5	6	UAW Prefe 7	ssional Sals	ary Grid for 9	FY2 0 14 10		12	13	14														55,861	
		4	5 35,424 2.00%	6 36,133	UAW Prefe 7 36,856	ssional Sali 8 37,593	9 38.345	FY2014 10 39.111	39,894	12 40,691	13 41,505	14 42,335 2.00%	43,182	44,046	44,927	45,825	46,742 2.00%	47,677	48,630	49,603	50,595	51,607	52,639 2.00% 54,204	53,692 2.00% 55,288	54,765	55,861 2.00% 57,521	Grade Average 2.00%
	34,730 35,762	2 3	5 35,424 2.00% 36,477 2.00%	6 36,133 2.00% 37,207 2.00%	7 36,856 2,00% 37,951 2,00%	\$ 37,593 2.00% 38,710 2.00%	9 38,345 2,00% 39,484 2,00%	10 39,111 2 00% 40,274 2.00%	39,894 2.00% 41,080 2.00%	40,691 2.00% 41,901 2.00%	13 41,505 2.00%	14 42,335 2.00% 43,594 2.00%	43,182 2.00%	44,046 2.00% 45,355 2.00%	44,927 2.00% 46,262 2.00%	45,825 2.00% 47,187 2.00%	46,742 2.00% 48,131 2.00%	47,677 2.00% 49,094 2.00%	48,630 2.00% 50,076 2.00%	49,603 2.00% 51,077 2.00%	50,595 2.00% 52,099 2.00%	51,607 2.00% 53,141 2.00%	52,639 2.00% 54,204 2.00%	53,692 2.00% 55,288 2.00%	54,765 2.00% 56,393 2.00%	55,861 2.00% 57,521 2.00%	Grade Average
	34,730	2 3	5 35,424 2.00% 36,477 2.00%	36,133 2.00% 37,207	7 36,856 2.00% 37,951	37,593 2.00% 38,710	9 38.345 2.00% 39,484 2.00% 45,422	10 39.111 2 00% 40.274 2.00% 46,331	39,894 2.00% 41,080	12 40,691 2.00% 41,901	13 41,505 2.00% 42,739	14 42,335 2.00% 43,594 2.00%	43,182 2.00% 44,466	44,046 2.00% 45,355 2.00%	44,927 2.00% 46,262 2.00% 53,219	45,825 2.00% 47,187 2.00% 54,284	46,742 2.00% 48,131 2.00% 55,369	47,677 2.00% 49,094	48,630 2.00% 50,076 2.00%	49,603 2.00% 51,077	50,595 2.00% 52,099 2.00% 59,934	51,607 2.00% 53,141 2.00% 61,132	52,639 2.00% 54,204 2.00% 62,355	53,692 2.00% 55,288 2.00% 63,602	54,765 2.00% 56,393	55,861 2.00% 57,521 2.00% 66,172	Grade Average 2.00% 2.00%
	34,730 35,762	4 0 3: 2 3(5 35,424 2.00% 36,477 2.00%	6 36,133 2.00% 37,207 2.00%	7 36,856 2,00% 37,951 2,00%	\$ 37,593 2.00% 38,710 2.00%	9 38,345 2,00% 39,484 2,00%	10 39,111 2 00% 40,274 2.00%	39,894 2,00% 41,080 2,00% 47,257 2,00%	40,691 2.00% 41,901 2.00% 48,202 2.00%	13 41,505 2.00% 42,739 2.00%	14 42,335 2.00% 43,594 2.00%	43,182 2.00% 44,466 2.00%	44,046 2.00% 45,355 2.00%	44,927 2.00% 46,262 2.00%	45,825 2.00% 47,187 2.00%	46,742 2.00% 48,131 2.00% 55,369 2.00%	47,677 2.00% 49,094 2.00%	48,630 2.00% 50,076 2.00%	49,603 2.00% 51,077 2.00%	50,595 2.00% 52,099 2.00% 59,934 2.00%	51,607 2.00% 53,141 2.00% 61,132 2.00%	52,639 2.00% 54,204 2.00% 62,355 2.00%	53,692 2,00% 55,288 2,00% 63,602 2,00%	54,765 2.00% 56,393 2.00% 64,874 2.00%	55,861 2.00% 57,521 2.00% 66,172 2.00%	Grade Average 2.00%
	34,730 35,762	4 0 3 2 3 0 4	5 35,424 2.00% 36,477 2.00% 41,963 2.00%	36,133 2.00% 37,207 2.00% 42,802	7 36,856 2,00% 37,951 2,00% 43,658 2,00%	\$ 37,593 2.00% 38,710 2.00% 44,532	9 38.345 2.00% 39,484 2.00% 45,422	10 39.111 2 00% 40.274 2.00% 46,331	39,894 2,00% 41,080 2,00% 47,257 2,00%	40,691 2.00% 41,901 2.00% 48,202	13 41,505 2.00% 42,739 2.00% 49,166	14 42,335 2.00% 43,594 2.00% 50,150 2.00%	43,182 2.00% 44,466 2.00% 51,153	44,046 2.00% 45,355 2.00% 52,176 2.00%	44,927 2.00% 46,262 2.00% 53,219	45,825 2.00% 47,187 2.00% 54,284	46,742 2.00% 48,131 2.00% 55,369	47,677 2.00% 49,094 2.00% 56,477	48,630 2.00% 50,076 2.00% 57,606 2.00%	49,603 2.00% 51,077 2.00% 58,758	50,595 2.00% 52,099 2.00% 59,934 2.00% 65,699	51,607 2.00% 53,141 2.00% 61,132	52,639 2.00% 54,204 2.00% 62,355	53,692 2.00% 55,288 2.00% 63,602	54,765 2.00% 56,393 2.00% 64,874	55,861 2.00% 57,521 2.00% 66,172 2.00% 72,537	Grade Average 2.00% 2.00%
	34,730 35,762 41,140 45,098	4 10 33 12 34 10 4	5 35,424 2.00% 36,477 2.00% 41,963 2.00% 46,000 2.00%	36,133 2.00% 37,207 2.00% 42,802 2.00%	7 36,856 2.00% 37,951 2.00% 43,658 2.00% 47,858 2.00%	8 37,593 2.00% 38,710 2.00% 44,532 2.00%	38.345 2.00% 39,484 2.00% 45,422 2.00% 49,792 2.00%	10 39.111 2 00% 40,274 2.00% 46,331 2.00% 50,787 2.00%	39,894 2,00% 41,080 2,00% 47,257 2,00%	12 40,691 2.00% 41,901 2.00% 48,202 2.00% 52,839 2.00%	13 41,505 2.00% 42,739 2.00% 49,166 2.00%	14 42,335 2.00% 43,594 2.00% 50,150 2.00% 54,974 2.00%	43,182 2.00% 44,466 2.00% 51,153 2.00%	44,046 2.00% 45,355 2.00% 52,176 2.00%	44,927 2.00% 46,262 2.00% 53,219 2.00% 58,339 2.00%	45,825 2.00% 47,187 2.00% 54,284 2.00% 59,506 2.00%	46,742 2.00% 48,131 2.00% 55,369 2.00% 60,696 2.00%	47,677 2.00% 49,094 2.00% 56,477 2.00% 61,910 2.00%	48,630 2.00% 50,076 2.00% 57,606 2.00% 63,148 2.00%	49,603 2.00% 51,077 2.00% 58,758 2.00% 64,411 2.00%	50,595 2.00% 52,099 2.00% 59,934 2.00% 65,699 2.00%	51,607 2.00% 53,141 2.00% 61,132 2.00% 67,013 2.00%	52,639 2.00% 54,204 2 00% 62,355 2.00% 68,353 2.00%	53,692 2.00% 55,288 2.00% 63,602 2.00% 69,720 2.00%	54,765 2.00% 56,393 2.00% 64,874 2.00% 71,115 2.00%	55,861 2.00% 57,521 2.00% 66,172 2.00% 72,537 2.00%	Grade Average 2.00% 2.00%
	34,730 35,762 41,140	4 10 33 12 34 10 4	5 35,424 2.00% 36,477 2.00% 41,963 2.00% 46,000 2.00%	36,133 2.00% 37,207 2 00% 42,802 2.00% 46,920	7 36,856 2.00% 37,951 2.00% 43,658 2.00% 47,858 2.00%	8 37,593 2.00% 38,710 2.00% 44,532 2.00% 48,815	38.345 2.00% 39,484 2.00% 45,422 2.00% 49,792	10 39,111 2 00% 40,274 2.00% 46,331 2.00% 50,787	39,894 2,00% 41,080 2,00% 47,257 2,00% 51,803	12 40,691 2.00% 41,901 2.00% 48,202 2.00% 52,839	13 41,505 2.00% 42,739 2.00% 49,166 2.00% 53,896	14 42,335 2.00% 43,594 2.00% 50,150 2.00% 54,974 2.00%	43,182 2.00% 44,466 2.00% 51,153 2.00% 56,073	44,046 2.00% 45,355 2.00% 52,176 2.00% 57,195	44,927 2.00% 46,262 2.00% 53,219 2.00% 58,339	45,825 2.00% 47,187 2.00% 54,284 2.00% 59,506	46,742 2.00% 48,131 2.00% 55,369 2.00% 60,696 2.00%	47,677 2.00% 49,094 2.00% 56,477 2.00% 61,910	48,630 2.00% 50,076 2.00% 57,606 2.00% 63,148	49,603 2,00% 51,077 2,00% 58,758 2,00% 64,411	50,595 2.00% 52,099 2.00% 59,934 2.00% 65,699 2.00% 72,239	51,607 2.00% 53,141 2.00% 61,132 2.00% 67,013 2.00%	52,639 2.00% 54,204 2 00% 62,355 2.00% 68,353 2.00% 75,157	53,692 2.00% 55,288 2.00% 63,602 2.00% 69,720 2.00% 76,660	54,765 2.00% 56,393 2.00% 64,874 2.00% 71,115	55,861 2.00% 57,521 2.00% 66,172 2.00% 72,537 2.00% 79,757	Grade Average 2.00% 2.00% 2.00% 2.00%
	34,730 35,762 41,140 45,098	4 10 3: 12 3: 10 4: 18 4:	5 35,424 2.00% 36,477 2.00% 41,963 2.00% 46,000 2.00%	36,133 2.00% 37,207 2 00% 42,802 2.00% 46,920 2.00%	7 36,856 2.00% 37,951 2.00% 43,658 2.00% 47,858 2.00%	8 37,593 2.00% 38,710 2.00% 44,532 2.00% 48,815 2.00%	38.345 2.00% 39,484 2.00% 45,422 2.00% 49,792 2.00%	10 39.111 2 00% 40,274 2.00% 46,331 2.00% 50,787 2.00%	39,894 2.00% 41,080 2.00% 47,257 2.00% 51,803 2.00%	12 40,691 2.00% 41,901 2.00% 48,202 2.00% 52,839 2.00%	13 41,505 2,00% 42,739 2,00% 49,166 2,00% 53,896 2,00%	14 42,335 2.00% 43,594 2.00% 50,150 2.00% 54,974 2.00%	43,182 2.00% 44,466 2.00% 51,153 2.00% 56,073 2.00%	44,046 2.00% 45,355 2.00% 52,176 2.00% 57,195	44,927 2.00% 46,262 2.00% 53,219 2.00% 58,339 2.00%	45,825 2.00% 47,187 2.00% 54,284 2.00% 59,506 2.00%	46,742 2.00% 48,131 2.00% 55,369 2.00% 60,696 2.00%	47,677 2.00% 49,094 2.00% 56,477 2.00% 61,910 2.00%	48,630 2.00% 50,076 2.00% 57,606 2.00% 63,148 2.00%	49,603 2.00% 51,077 2.00% 58,758 2.00% 64,411 2.00%	50,595 2.00% 52,099 2.00% 59,934 2.00% 65,699 2.00%	51,607 2.00% 53,141 2.00% 61,132 2.00% 67,013 2.00% 73,684 2.00%	52,639 2.00% 54,204 2 00% 62,355 2.00% 68,353 2.00%	53,692 2.00% 55,288 2.00% 63,602 2.00% 69,720 2.00% 76,660 2.00%	54,765 2.00% 56,393 2.00% 64,874 2.00% 71,115 2.00%	55,861 2.00% 57,521 2.00% 66,172 2.00% 72,537 2.00% 79,757	Grade Average 2.00% 2.00% 2.00%
	34,730 35,762 41,140 45,098	4 10 3 12 3 10 4 18 4	5 35,424 2.00% 36,477 2.00% 41,963 2.00% 46,000 2.00% 50,579 2.00%	36,133 2.00% 37,207 2 00% 42,802 2.00% 46,920 2.00% 51,590	7 36,856 2,00% 37,951 2,00% 43,658 2,00% 47,858 2,00% 52,622 2,00%	8 37,593 2.00% 38,710 2.00% 44,532 2.00% 48,815 2.00% 53,674	38,345 2.00% 39,484 2.00% 45,422 2.00% 49,792 2.00% 54,748	10 39,111 2 00% 40,274 2.00% 46,331 2.00% 50,787 2.00% 55,843	39,894 2,00% 41,080 2,00% 47,257 2,00% 51,803 2,00% 56,960 2,00% 62,946	12 40,691 2.00% 41,901 2.00% 48,202 2.00% 52,839 2.00% 58,099 2.00% 64,205	13 41,505 2,00% 42,739 2,00% 49,166 2,00% 53,896 2,00% 59,261	14 42,335 2.00% 43,594 2.00% 50,150 2.00% 54,974 2.00% 60,446	43,182 2.00% 44,466 2.00% 51,153 2.00% 56,073 2.00% 61,655 2.00% 68,135	44,046 2.00% 45,355 2.00% 52,176 2.00% 57,195 2.00% 40,497	44,927 2.00% 46,262 2.00% 53,219 2.00% 58,339 2.00% 64,146	45,825 2.00% 47,187 2.00% 54,284 2.00% 59,506 2.00% 65,429 2.00% 72,305	46,742 2.00% 48,131 2.00% 55,369 2.00% 60,696 2.00% 66,737 2.00% 73,751	47,677 2.00% 49,094 2.00% 56,477 2.00% 61,910 2.00% 68,072 2.00% 75,226	48,630 2.00% 50,076 2.00% 57,606 2.00% 63,148 2.00% 69,434	49,603 2,00% 51,077 2,00% 58,758 2,00% 64,411 2,00% 70,822 2,00% 78,265	50,595 2,00% 52,099 2,00% 59,934 2,00% 65,699 2,00% 72,239 2,00% 79,830	51,607 2.00% 53,141 2.00% 61,132 2.00% 67,013 2.00% 73,684 2.00% 81,427	52,639 2.00% 54,204 2.00% 62,355 2.00% 68,353 2.00% 75,157 2.00% 83,056	53,692 2.00% 55,288 2.00% 63,602 2.00% 69,720 2.00% 76,660 2.00% 84,717	54,765 2.00% 56,393 2.00% 64,874 2.00% 71,115 2.00% 78,194 2.00% 86,411	55,861 2.00% 57,521 2.00% 66,172 2.00% 72,537 2.00% 79,757 2.00% 88,139	Grade Average 2.00% 2.00% 2.00% 2.00% 2.00%
	34,730 35,762 41,140 45,098 49,587 54,798	4 10 31 12 31 10 4 18 41 17 56	5 35,424 2.00% 36,477 2.00% 41,963 2.00% 46,000 2.00% 50,579 2.00%	6 36,133 2.00% 37,207 2.00% 42,802 2.00% 46,920 2.00% 51,590 2.00%	7 36,856 2,00% 37,951 2,00% 43,658 2,00% 47,858 2,00% 52,622 2,00%	8 37,593 2,00% 38,710 2,00% 44,532 2,00% 48,812 2,00% 53,674 2,00%	38.345 2.00% 39.484 2.00% 45,422 2.00% 49,792 2.00% 54,748 2.00%	FY2014 10 39,111 2 00% 40,274 2.00% 46,331 2.00% 50,787 2.00% 55,843 2.00%	39,894 2,00% 41,080 2,00% 47,257 2,00% 51,803 2,00% 56,960 2,00%	12 40,691 2.00% 41,901 2.00% 48,202 52,839 2.00% 58,099 2.00%	13 41,505 2.00% 42,739 2.00% 49,166 2.00% 53,896 2.00% 59,261 2.00%	14 42,335 2.00% 43,594 2.00% 50,150 2.00% 54,974 2.00% 60,446 2.00%	43,182 2.00% 44,466 2.00% 51,153 2.00% 56,073 2.00% 61,655 2.00%	44,046 2.00% 45,355 2.00% 52,176 2.00% 57,195 2.00%	44,927 2.00% 46,262 2.00% 53,219 2.00% 58,339 2.00% 64,146 2.00%	45,825 2.00% 47,187 2.00% 54,284 2.00% 59,506 2.00% 65,429 2.00%	46,742 2.00% 48,131 2.00% 55,369 2.00% 60,696 2.00% 66,737 2.00%	47,677 2.00% 49,094 2.00% 56,477 2.00% 61,910 2.00% 68,072 2.00% 75,226	48,630 2.00% 50,076 2.00% 57,606 2.00% 63,148 2.00% 69,434 2.00%	49,603 2.00% 51,077 2.00% 58,758 2.00% 64,411 2.00% 70,822 2.00%	\$0,595 2.00% 52,099 2.00% 59,934 2.00% 65,699 2.00% 72,239 2.00% 79,830	51,607 2,00% 53,141 2,00% 61,132 2,00% 67,013 2,00% 73,684 2,00% 81,427 2,00%	52,639 2.00% 54,204 2.00% 62,355 2.00% 68,353 2.00% 75,157 2.00% 83,056 2.00%	53,692 2.00% 55,288 2.00% 63,602 2.00% 69,720 2.00% 76,660 2.00% 84,717 2.00%	54,765 2.00% 56,393 2.00% 64,874 2.00% 71.115 2.00% 78,194 2.00% 86,411 2.00%	55,861 2.00% 57,521 2.00% 66,172 2.00% 72,537 2.00% 79,757 2.00% 88,139 2.00%	Grade Average 2.00% 2.00% 2.00% 2.00%
	34,730 35,762 41,140 45,098 49,587	4 10 31 12 31 10 4 18 41 17 56	5 35,424 2.00% 36,477 2.00% 41,963 2.00% 46,000 2.00% 50,579 2.00% 55,894 2.00%	6,133 2.00% 37,207 2.00% 42,802 2.00% 46,920 2.00% 51,590 2.00% 57,012	7 36,856 2,00% 37,951 2,00% 43,658 2,00% 47,858 2,00% 52,622 2,00% 58,152 2,00%	8 37,593 2,00% 38,710 2,00% 44,532 2,00% 48,815 2,00% 53,674 2,00% 59,315	9 38.345 2.00% 39,484 2.00% 45,422 2.00% 49,792 2.00% 54,748 2.00% 60,502	10 39.111 2 00% 40,274 2 00% 46,331 2 00% 50,787 2 00% 55,843 2 00% 61,712	39,894 2,00% 41,080 2,00% 47,257 2,00% 51,803 2,00% 56,960 2,00% 62,946	12 40,691 2.00% 41,901 2.00% 48,202 2.00% 52,839 2.00% 58,099 2.00% 64,205 2.00%	13 41,505 2.00% 42,739 2.00% 49,166 2.00% 53,896 2.00% 59,261 2.00% 65,489	14 42,335 2.00% 43,594 2.00% 50,150 2.00% 54,974 2.00% 60,446 2.00% 66,799 2.00%	43,182 2.00% 44,466 2.00% 51,153 2.00% 56,073 2.00% 61,655 2.00% 68,135	44,046 2.00% 45,355 2.00% 52,176 2.00% 57,195 2.00% 2.00% 69,497 2.00%	44,927 2.00% 46,262 2.00% 53,219 2.00% 58,339 2.00% 64,146 2.00% 70,887	45,825 2.00% 47,187 2.00% 54,284 2.00% 59,506 2.00% 65,429 2.00% 72,305	46,742 2.00% 48,131 2.00% 55,369 2.00% 60,696 2.00% 66,737 2.00% 73,751 2.00%	47,677 2.00% 49,094 2.00% 56,477 2.00% 61,910 2.00% 68,072 2.00% 75,226	48,630 2.00% 50,076 2.00% 57,606 2.00% 63,148 2.00% 69,434 2.00% 76,731	49,603 2,00% 51,077 2,00% 58,758 2,00% 64,411 2,00% 70,822 2,00% 78,265	50,595 2,00% 52,099 2,00% 59,934 2,00% 65,699 2,00% 72,239 2,00% 79,830	51,607 2,00% 53,141 2,00% 61,132 2,00% 67,013 2,00% 73,684 2,00% 81,427 2,00%	52,639 2.00% 54,204 2.00% 62,355 2.00% 68,353 2.00% 75,157 2.00% 83,056	53,692 2.00% 55,288 2.00% 63,602 2.00% 69,720 2.00% 76,660 2.00% 84,717 2.00% 93,997	54,765 2.00% 56,393 2.00% 64,874 2.00% 71,115 2.00% 78,194 2.00% 86,411	55,861 2.00% 57,521 2.00% 66,172 2.00% 72,537 2.00% 79,757 2.00% 88,139 2.00% 97,795	Grade Average 2.00% 2.00% 2.00% 2.00%

	Step		1	JAW Prote	salonel Sale	ILA GLIG LOS	PT2013			Increase	0.75%															
	- C		,			10	11	12	13	14	15	16	17	19	19	20	21	22	23	24	25	26	27	28	79	Grade Average
11	76		37.132 T	37,875	38,632	39,405	40,193	40,997	41,817	42,653	43,506			46,169 T	47,092		48,995	49,975		51,994	53.034		55,176		57,405	1
		2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2 00%	2.00%	2.00%	2.00%	2.00%	2.00%		2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%		2.00%
12	36,751	37,486	38,236	39,000	39,780	40,576	41,388	42,215	43,060	43,921	44,799	45,695	46,609	47,541	48,492	49,462	50,451	51,460	52,490	53,539	54,610	55,702	56,816	57,953		1
1		2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%
13	42,276	43,123	43,986	44,866	45,763	46,678	47,612	48,564	49,535	50,526	51,536	52,567	53,619	54,691	55,785	56,900	58,038	59,199	60,383	61,591	62,823	64,079	65,361	66,668	68,001	1
[2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%
14	46,345		_48,217	49,181	50,165	51,168	52,192	53,236	54,300	55,386	56,494	57,624	58,776	59,952	61,151	62,374	63,621	64,894	66,192	67,516	68,866	70,243	71,648	73,081	74,543	3
- 1		2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%
15	50,958		53,017	54,077	55,159	56,262	57,387	58,535	59,705	60,900	62,118	63,360	64,627	65,920	67,238	68,583	69,954	71,354	72,781	74,236	75,721	77,235	78,780	80,356	81,963	1
		2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%
16	56,313	57,440	58,568	59,760	60,955	62,174	63,418	64,686	65,980	67,300	68,646	70,018	71,419	72,847	74,304	75,790	77,306	78,852	80,429	82,038	83,679	85,352	87,059	88,800	90,576	
		2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2 00%	2.00%	2.00%	2.00%	2 00%	2.00%	2.00%
	62,482	63,732	65,006	66,307	67,633	68,985	70,365	71,772	73,208	74,672	76,165	77,689	79,242	80,827	82,444	84,093	85,775	87,490	89,240	91,025	92,845	94,702	96,596	98,528	100,499	
17																	2.00%	2.00%								
17		2 00%		2.00%	2.00%	2.00%	2.00% FY2016	2.00%	2.00%	2.00%	0.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	
	Step	2 00%				ry Grid for	FY2016			Increase	0.00%															2,00% Grid /
		7			ssional Sala	ry Grid for 11	FY2016	13	14	Increase 15	0.00%	17	16	19	20	21	22	23	24	25	26	27	28	29	30	
•		2 00% 7 37,132 2.00%		JAW Profe		ry Grid for 11	FY2016 12 40,997	13 41,817	14 42,653	15 43,506	0.00% 16 44,376	17 45.264	18 46,169	19 47,092	20 48,034	21 48,995	22 49,975	23 50,974	24 51,994	25 53,034	26 54,094	27 55,176	28 56,280 (29 57,405	30 58,553	2,00% Grid A
•		37,132 2.00%	37,875		10 39,405	11	FY2016	13 41,817 2.00%	14	Increase 15	0.00% 16 44,376 2.00%	17	18 46,169 2.00%	19 47,092 2.00%	20 48,034 2.00%	21 48,995 2.00%	22 49,975 2.00%	23 50,974 2.00%	24 51,994 2.00%	25 53,034 2.00%	26 54,094 2.00%	27 55,176 2.00%	28 56,280 2.00%	29 57,405 2.00%	30 58,553 2.00%	2,00% Grid A
le .	6	37,132 2.00%	37,875 2.00%	9 1402 2.00%	10 39,405 2.00%	11	12 40,997 2.00%	13 41,817	14 42,653 2.00%	15 43,506 2.00%	0.00% 16 44,376	17 45.264 2.00%	18 46,169	19 47,092	20 48,034	21 48,995	22 49,975 2.00% 51,460	23 50,974	24 51,994 2.00%	25 53,034	26 54,094	27 55,176	28 56,280 2.00%	29 57,405 2.00% 59,112	30 58,553	2,00% Grid A
de .	6	37,132 2.00% 38,236 2.00%	37,875 2.00% 39,000	9 34.602 2.00% 39,780 2.00%	10 39,405 2.00% 40,576	11 2.00% 41,388	12 40,997 2.00% 42,215	13 41,817 2.00% 43,060	14 42,653 2.00% 43,921	15 43,506 2.00% 44,799	0.00% 16 44,376 2.00% 45,695	17 45,264 2,00% 46,609	18 46,169 2.00% 47,541	19 47,092 2.00% 48,492	20 48,034 2.00% 49,462	21 48,995 2.00% 50,451	22 49,975 2.00%	23 50,974 2.00% 52,490	24 51,994 2.00% 53,539	25 53,034 2.00% 54,610	26 54,094 2.00% 55,702	27 55,176 2.00% 56,816	28 56,280 (2.00% 57,953	29 57,405 2.00% 59,112 2.00%	30 58,553 2.00% 60,294 2.00%	2,00% Grid A
de .	37,486	37,132 2.00% 38,236 2.00%	37,875 2,00% 39,000 2,00%	9 34.602 2.00% 39,780 2.00%	10 39,405 2.00% 40,576 2.00%	11 2.00% 41,388 2.00%	12 40,997 2.00% 42,215 2.00%	13 41,817 2,00% 43,060 2,00%	14 42,653 2,00% 43,921 2,00%	15 43,506 2,00% 44,799 2,00%	0.00% 16 44,376 2.00% 45,695 2.00%	17 45,264 2,00% 46,609 2,00%	18 46,169 2.00% 47,541 2.00%	19 47,092 2,00% 48,492 2,00%	20 48,034 2.00% 49,462 2,00%	21 48,995 2.00% 50,451 2.00%	22 49,975 2.00% 51,460 2.00%	23 50,974 2.00% 52,490 2.00%	24 51,994 2.00% 53,539 2.00%	25 53,034 2.00% 54,610 2.00%	26 54,094 2.00% 55,702 2.00%	27 55,176 2.00% 56,816 2.00%	28 56,280 2,00% 57,953 2,00%	29 57,405 2.00% 59,112	30 58,553 2.00% 60,294 2.00%	2.00% Grid # Grade Averege 2.00% 2.00%
de .	37,486	37,132 2.00% 38,236 2.00% 43,986 2.00%	37,875 2,00% 39,000 2,00% 44,866	9 34,02 2,00% 39,780 2,00% 45,763	10 39,405 2.00% 40,576 2.00% 46,678	2.00% 41,388 2.00% 47,612	12 40,997 2.00% 42,215 2.00% 48,564	13 41,817 2.00% 43,060 2.00% 49,535	14 42,653 2.00% 43,921 2.00% 50,526	15 43,506 2.00% 44,799 2.00% 51,536	0.00% 16 44,376 2.00% 45,695 2.00% \$2,567	17 45.264 2.00% 46,609 2.00% 53,619	18 46,169 2.00% 47,541 2.00% 54,691	19 47,092 2.00% 48,492 2.00% 55,785	20 48,034 2.00% 49,462 2,00% 56,900	21 48,995 2.00% 50,451 2.00% 58,038	22 49,975 2.00% 51,460 2.00% 59,199	23 50,974 2.00% 52,490 2.00% 60,383	24 51,994 2.00% 53,539 2.00% 61,591	25 53,034 2.00% 54,610 2.00% 62,823	26 54,094 2.00% 55,702 2.00% 64,079	27 55,176 2.00% 56,816 2.00% 65,361	28 56,280 2.00% 57,953 2.00% 66,668	29 57,405 2.00% 59,112 2.00% 68,001	30 58,553 2.00% 60,294 2.00% 69,361 2.00%	2.00% Grid # Grade Averege 2.00% 2.00%
de .	37,486 43,123 47,272	37,132 2.00% 38,236 2.00% 43,986 2.00% 48,217 2.00%	37,875 2,00% 39,000 2,00% 44,866 2,00% 49,181 2,00%	9 34.622 2.00% 39,780 2.00% 45,763 2.00% 50,165 2.00%	10 39,405 2.00% 40,576 2.00% 46,678 2.00%	2.00% 41,388 2.00% 47,612 2.00%	12 40,997 2.00% 42,215 2.00% 48,564 2.00%	13 41,817 2.00% 43,060 2.00% 49,535 2.00%	14 42,653 2.00% 43,921 2.00% 50,526 2.00%	15 43,506 2.00% 44,799 2.00% 51,536 2.00%	0.00% 16 44,376 2.00% 45,695 2.00% \$2,567 2.00%	17 45.264 2.00% 46,609 2.00% 53,619 2.00%	18 46,169 2.00% 47,541 2.00% 54,691 2.00%	19 47,092 2.00% 48,492 2.00% 55,785 2.00%	20 48,034 2.00% 49,462 2,00% 56,900 2.00%	21 48,995 2.00% 50,451 2.00% 58,038 2.00%	22 49,975 2.00% 51,460 2.00% 59,199 2.00% 64,894	23 50,974 2.00% 52,490 2.00% 60,383 2.00%	24 51,994 2.00% 53,539 2.00% 61,591 2.00%	25 53,034 2.00% 54,610 2.00% 62,823 2.00%	26 54,094 2.00% 55,702 2.00% 64,079 2.00%	27 55,176 2.00% 56,816 2.00% 65,361 2.00%	28 56,280 2.00% 57,953 2.00% 66,668 2.00%	29 57,405 2.00% 59,112 2.00% 68,001 2.00%	30 58,553 2.00% 60,294 2.00% 69,361 2.00%	2.00% Grad Average 2.00% 2.00% 2.00%
de .	37,486 43,123	37,132 2.00% 38,236 2.00% 43,986 2.00% 48,217 2.00%	37,875 2,00% 39,000 2,00% 44,866 2,00% 49,181 2,00%	9 34.622 2.00% 39,780 2.00% 45,763 2.00% 50,165	10 39,405 2.00% 40,576 2.00% 46,678 2.00% 51,168	11 2.00% 41,388 2.00% 47,612 2.00% 52,192 2.00%	12 40,997 2.00% 42,215 2.00% 48,564 2.00% 53,236	13 41,817 2.00% 43,060 2.00% 49,535 2.00% 54,300	14 42,653 2.00% 43,921 2.00% 50,526 2.00% 55,386	15 43,506 2.00% 44,799 2.00% 51,536 2.00% 56,494	0.00% 16 44,376 2.00% 45,695 2.00% 52,567 2.00% 57,624	17 45,264 2.00% 46,609 2.00% 53,619 2.00% 58,776	46,169 2.00% 47,541 2.00% 54,691 2.00% 59,952	19 47,092 2,00% 48,492 2,00% 55,785 2,00% 61,151 2,00%	20 48,034 2.00% 49,462 2.00% 56,900 2.00% 62,574	21 48,995 2.00% 50,451 2.00% 58,038 2.00% 63,621 2.00%	22 49,975 2.00% 51,460 2.00% 59,199 2.00% 64,894	23 50,974 2.00% 52,490 2.00% 60,383 2.00% 66,192 2.00%	24 51,994 2.00% 53,539 2.00% 61,591 2.00% 67,516	25 53,034 2.00% 54,610 2.00% 62,823 2.00% 68,866	26 54,094 2.00% 55,702 2.00% 64,079 2.00% 70,243	27 55,176 2.00% 56,816 2.00% 65,361 2.00% 71,648	56,280 2.00% 57,953 2.00% 66,668 2.00% 73,081	29 57,405 2.00% 59,112 2.00% 68,001 2.00% 74,543	30 58,553 2.00% 60,294 2.00% 69,361 2.00% 76,034 2.00%	2.00% Grad a Grade Averege 2.00% 2.00%
de .	37,486 43,123 47,272	37,132 2.00% 38,236 2.00% 43,986 2.00% 48,217 2.00%	37,875 2,00% 39,000 2,00% 44,866 2,00% 49,181 2,00% 54,077	9 34.622 2.00% 39,780 2.00% 45,763 2.00% 50,165 2.00%	10 39,405 2.00% 40,576 2.00% 46,678 2.00% 51,168 2.00%	11 2.00% 41,388 2.00% 47,612 2.00% 52,192 2.00%	12 40,997 2.00% 42,215 2.00% 48,564 2.00% 53,236 2.00%	13 41,817 2.00% 43,060 2.00% 49,535 2.00% 54,300 2.00%	14 42,653 2.00% 43,921 2.00% 50,526 2.00% 55,386 2.00%	15 43,506 2.00% 44,799 2.00% 51,536 2.00% 56,494 2.00%	0.00% 16 44,376 2.00% 45,695 2.00% 52,567 2.00% 57,624 2.00%	17 45,264 2.00% 46,609 2.00% 53,619 2.00% 58,776 2.00%	18 46,169 2.00% 47,541 2.00% 54,691 2.00% 59,952 2.00%	19 47,092 2,00% 48,492 2,00% 55,785 2,00% 61,151 2,00%	20 48,034 2.00% 49,462 2.00% 56,900 2.00% 62,574 2.00%	21 48,995 2.00% 50,451 2.00% 58,038 2.00% 63,621 2.00%	22 49,975 2.00% 51,460 2.00% 59,199 2.00% 64,894 2.00% 71,354	23 50,974 2.00% 52,490 2.00% 60,383 2.00% 66,192 2.00%	24 51,994 2.00% 53,539 2.00% 61,591 2.00% 67,516 2.00%	25 53,034 2.00% 54,610 2.00% 62,823 2.00% 68,866 2.00%	26 54,094 2.00% 55,702 2.00% 64,079 2.00% 70,243 2.00%	27 55,176 2.00% 56,816 2.00% 65,361 2.00% 71,648 2.00%	28 56,280 2.00% 57,953 2.00% 66,668 2.00% 73,081 2.00%	29 57,405 2.00% 59,112 2.00% 68,001 2.00% 74,543 2.00%	30 58,553 2.00% 60,294 2.00% 69,361 2.00% 76,034 2.00%	2.00% Grad a Grade Averege 2.00% 2.00% 2.00% 2.00%
le .	37,486 43,123 47,272	37,132 2.00% 38,236 2.00% 43,986 2.00% 48,217 2.00% 53,017 2.00%	37,875 2,00% 39,000 2,00% 44,866 2,00% 49,181 2,00% 54,077	9 34.02 2.00% 39,780 2.00% 45,763 2.00% 50,165 2.00% 55,159	10 39,405 2.00% 40,576 2.00% 46,678 2.00% 51,168 2.00% 56,262	2.00% 41,388 2.00% 47,612 2.00% 52,192 2.00% 57,387	12 40,997 2.00% 42,215 2.00% 48,564 2.00% 53,236 2.00% 58,535	13 41,817 2.00% 43,060 2.00% 49,535 2.00% 54,300 2.00% 59,705	14 42,653 2,00% 43,921 2,00% 50,526 2,00% 55,386 2,00% 60,900	15 43,506 2.00% 44,799 2.00% 51,536 2.00% 56,494 2.00% 62,118	0.00% 16 44,376 2.00% 45,695 2.00% 52,567 2.00% 57,624 2.00% 63,360	17 45,264 2.00% 46,609 2.00% 53,619 2.00% 58,776 2.00% 64,627	18 46,169 2.00% 47,541 2.00% 54,691 2.00% 59,952 2.00% 65,920	19 47,092 2,00% 48,492 2,00% 55,785 2,00% 61,151 2,00% 67,238	20 48,034 2.00% 49,462 2.00% 56,900 2.00% 62,574 2.00% 68,583	21 48,995 2.00% 50,451 2.00% 58,038 2.00% 63,621 2.00% 69,954	22 49,975 2.00% 51,460 2.00% 59,199 2.00% 64,894 2.00% 71,354	23 50,974 2.00% 52,490 2.00% 60,383 2.00% 66,192 2.00% 72,781	24 51,994 2.00% 53,539 2.00% 61,591 2.00% 67,516 2.00% 74,236	25 53,034 2,00% 54,610 2,00% 62,823 2,00% 68,866 2,00% 75,721	26 54,094 2.00% 55,702 2.00% 64,079 2.00% 70,243 2.00% 77,235	27 55,176 2.00% 56,816 2.00% 65,361 2.00% 71,648 2.00% 78,780	28 56,280 2,00% 57,953 2,00% 66,668 2,00% 73,081 2,00% 80,356	29 57,405 2.00% 59,112 2.00% 68,001 2.00% 74,543 2.00% 81,963	30 \$8,553 2.00% 60,294 2.00% 69,361 2.00% 76,034 2.00% 83,602 2.00%	2.00% Grad a Grade Averege 2.00% 2.00% 2.00% 2.00%
le .	37,486 43,123 47,272 51,977 57,440	7,132 2.00% 38,236 2.00% 43,986 2.00% 48,217 2.00% 53,017 2.00% 55,588 2.00%	37,875 2.00% 39,000 2.00% 44,866 2.00% 49,181 2.00% 54,077 2.00% 59,760	9 3(122 2.00% 39,780 2.00% 45,763 2.00% 50,165 2.00% 55,159 2.00%	10 39,405 2.00% 40,576 2.00% 46,678 2.00% 51,168 2.00% 55,262 2.00%	11 2.00% 41,88 2.00% 47,612 2.00% 52,192 2.00% 57,387 2.00%	12 40,997 2.00% 42,215 2.00% 48,564 2.00% 53,236 2.00% 58,535 2.00%	13 41,817 2,00% 43,060 2,00% 49,535 2,00% 54,300 2,00% 59,705 2,00%	14 42,653 2,00% 43,921 2,00% 50,526 2,00% 55,386 2,00% 60,900 2,00%	15 43,506 2,00% 44,799 2,00% 51,536 2,00% 56,494 2,00% 62,118 2,00%	0.00% 16 44,376 2.00% 45,695 2.00% \$2,567 2.00% 57,624 2.00% 63,360 2.00%	17 45,264 2,00% 46,609 2,00% 53,619 2,00% 58,776 2,00% 64,627 2,00%	18 46,169 2.00% 47,541 2.00% 54,691 2.00% 59,952 2.00% 65,920 2.00%	19 47,092 2,00% 48,492 2,00% 55,785 2,00% 61,151 2,00% 67,238 2,00%	20 48,034 2.00% 49,462 2.00% 56,900 2.00% 62,574 2.00% 68,583 2.00%	21 48,995 2.00% 50,451 2.00% 58,038 2.00% 63,621 2.00% 69,954 2.00%	22 49,975 2.00% 51,460 2.00% 59,199 2.00% 64,894 2.00% 71,354 2.00% 78,852	23 50,974 2.00% 52,490 2.00% 60,383 2.00% 66,192 2.00% 72,781 2.00%	24 51,994 2.00% 53,539 2.00% 61,591 2.00% 67,516 2.00% 74,236 2.00%	25 53.034 2.00% 54.610 2.00% 62,823 2.00% 68,866 2.00% 75,721 2.00%	26 54,094 2.00% 55,702 2.00% 64,079 2.00% 70,243 2.00% 77,235 2.00%	27 55,176 2.00% 56,816 2.00% 65,361 2.00% 71,648 2.00% 78,780 2.00%	28 56,280 2.00% 57,953 2.00% 66,668 2.00% 73,081 2.00% 80,356 2.00%	29 57,405 2,00% 59,112 2,00% 68,001 2,00% 74,543 2,00% 81,963 2,00%	30 \$8,553 2.00% 60,294 2.00% 69,361 2.00% 76,034 2.00% 83,602 2.00%	2,00% Grad a Averege 2,00% 2,00% 2,00% 2,00% 2,00% 2,00%
de .	37,486 43,123 47,272 51,977	7,132 2.00% 38,236 2.00% 43,986 2.00% 48,217 2.00% 53,017 2.00% 55,588 2.00%	37,875 2.00% 39,000 2.00% 44,866 2.00% 49,181 2.00% 54,077 2.00% 59,760	9 34,62 2.00% 39,780 2.00% 45,763 2.00% 50,165 2.00% 55,159 2.00% 60,955	10 39,405 2.00% 40,576 2.00% 46,678 2.00% 51,168 2.00% 56,262 2.00% 62,174	11 2.00% 41,388 2.00% 47,612 2.00% 52,192 2.00% 57,387 2.00% 63,418	12 40,997 2.00% 42,215 2.00% 48,564 2.00% 53,236 2.00% 58,535 2.00% 64,686	13 41,817 2.00% 43,060 2.00% 49,535 2.00% 54,300 2.00% 59,705 2.00% 65,980	14 42,653 2,00% 43,921 2,00% 50,526 2,00% 55,386 2,00% 60,900 2,00% 67,300	15 43,506 2.00% 44,799 2.00% 51,536 2.00% 56,494 2.00% 62,118 2.00% 68,646	0.00% 16 44,376 2.00% 45,695 2.00% 52,567 2.00% 57,624 2.00% 63,360 70,018	17 45.264 2.00% 46,609 2.00% 53,619 2.00% 58,776 2.00% 64,627 2.00% 71,419	18 46,169 2.00% 47,541 2.00% 54,691 2.00% 59,952 2.00% 65,920 2.00% 72,847	19 47,092 2,00% 48,492 2,00% 55,785 2,00% 61,151 2,00% 67,238 2,00% 74,304	20 48,034 2.00% 49,462 2.00% 56,900 2.00% 62,574 2.00% 68,583 2.00% 75,790	21 48,995 2.00% 50,451 2.00% 58,038 2.00% 63,621 2.00% 69,954 2.00% 77,306	22 49,975 2.00% 51,460 2.00% 59,199 2.00% 64,894 2.00% 71,354 2.00% 78,852	23 50,974 2.00% 52,490 2.00% 60,383 2.00% 66,192 2.00% 72,781 2.00% 80,429	24 51,994 2.00% 53,539 2.00% 61,591 2.00% 67,516 2.00% 74,236 2.00% 82,038	25 53,034 2.00% 54,610 2.00% 62,823 2.00% 68,866 2.00% 75,721 2.00% 83,679	26 54,094 2.00% 55,702 2.00% 64,079 2.00% 70,243 2.00% 77,235 2.00% 85,352	27 55,176 2.00% 56,816 2.00% 65,361 2.00% 71,648 2.00% 78,780 2.00% 87,059	28 56,280 2.00% 57,953 2.00% 66,668 2.00% 80,356 2.00% 88,800 2.00%	29 57,405 2,00% 59,112 2,00% 68,001 2,00% 74,543 2,00% 81,963 2,00% 90,576	30 \$8,553 2.00% 60,294 2.00% 69,361 2.00% 76,034 2.00% 83,602 2.00% 92,388 2.00%	2.00% Grid A Grade Average 2.00% 2.00% 2.00% 2.00% 2.00%

	St			•	JAW Profes	stonal Sala	ry Grid for	FY2017		1	increese	0.00%															
Grade	34	",		,	10	11	12	13	14	15	15	17	16	19	20	21	22	23	24	25	26	27	28	29	30	31	Grade Average ·
1	1	37,132	37,875	38,632	39,405	40,193	40,997	41,817	42,653	43,506	44,576	45,264	46,169	47,092	48,034	48,995	49,975	50,974	- ' ()	53,034	54,094	55,176	56,280	57,405	58,553	59,724	
			2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%
1	2	38,236	39,000	39,780	40,576	41,388	42,215	43,060	43,921	44,799	45,695	46,609	47,541	48,492	49,462	50,451	51,460	52,490		54,610	55,702	56,816	57,953	59,112	60,294	61,500	
		. 1	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%
1	3	43,966		45,763	46,678	47,612	48,564	49,535	50,526		52,567	53,619	54,691	55,785	56,900	58,038	59,199	60,383	61,591	62,823	64,079	65,361	66,668	68,001	69,361	70,748	
	L		2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%
1	4_	48,217		50.165	\$1,168	52,192	53,236	54,3 0 0	55,386		57,624	58,776		61,151	62,574	63,621	64,894	66,192	67,516	68,866	70,243	71,648	73,081	74,543	76.034	77,554	
			2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%
1	3	53,017	54,077	55,159	56,262	57,387	58,535	59,705	60,900		63,360	64,627	65,920	67,238	68,583	69,954	71,354	72,781	74,236	75,721	77,235	78,780	80,356	81,963	83,602	85,274	
			2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%
1	6	58,588		60,955	62,174		64,686	65,980	67,300	68,646	70,018	71,419		74,304	75,790	77,306	78,852	80,429	82,038	83,679	85,352	87,059	88,800	90,576	92,388	94,236	
			2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%		2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2,00%
1	7	65,006	66,307		68,985	70.365		73,208	74,672	76,165	77,689	79,242	80,927		84,093	85,775	87,490	89,240	91,025	92,845	94,702	96,596			102,509	104,559	
			2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	
																											2.00% Grid Avarage
		_					ry Grid for	FY2017			Increase	0.75%															
Grade	St	u ,			JAW Profes September 10	1, 2016							18	19	20	21	22	23	24	25	26	27	78	29	30	31	Grade Average
		7	8 159	9	September 10	1, 2016 11	12	13	14	15	16	17	18	19	20	21	22	23 51 357 T	24	25	26	27	28	29	30 .		Grade Average
		7 37,410		9 38,922	39,700	1, 2016 11 40,494	12 41,304	13 42,130	42,973	15 43,832	16 44,709	17 45,603	3	411	4	4 : 1		51,357			100	55,590	56,702	57,836	58,993	60,172	
	·E	7 37,410	2.00%	9 38,922 2.00%	39,700 2.00%	1, 2016 11 40,494 2.00%	12 41,304 2.00%	13 42,130 2.00%	42,973 2.00%	15 43,832 2.00%	16 44,709 2.00%	17 45,603 2.00%	2.00%	2.00%	2.00%	2.00%	2.00%		2.00%	2.00%	2.00%	55,590 2.00%	56,702 2.00%	57,836 2.00%	58,993 2.00%	60,172 2.00%	Grade Average 2.00%
	·E	7	2.00% 39,293	9 38,922 2.00% 40,079	39,700 2.00% 40,880	1, 2016 11 40,494 2.00% 41,698	12 41,304 2.00% 42,532	13 42,130 2.00% 43,383	42,973 2.00% 44,250	15 43,832 2.00% 45,135	16 44,709 2.00% 46,038	17 45,603 2.00% 46,959	2.00% 47,898	2.00%	2.00%	2.00% 50,830	2.00%	51,357 2.00%	2.00% 53.941	2.00% 55,020	2.00% 56,120	55,590 2.00% 57,242	56,702 2.00% 58,387	57,836 2.00% 59,555	58,993 2.00% 60,746	60,172 2.00% 61,961	2.00%
	<u>}</u>	7 37,410 38,523	2.00% 39,293 2.00%	9 38,922 2.00% 40,079 2.00%	39,700 39,700 2.00% 40,880 2.00%	1, 2016 11 40,494 2.00% 41,698 2.00%	12 41,304 2.00% 42,532 2.00%	13 42,130 2.00% 43,383 2.00%	42,973 2.00% 44,250 2.00%	15 43,832 2.00% 45,135 2.00%	16 44,709 2.00% 46,038 2.00%	45,603 2.00% 46,959 2.00%	2.00% 47,898 2.00%	2.00%	2.00% 4 2.00%	2.00%		\$1,3\$7 2.00% 2.00%	2.00% 53,941 2.00%	2.00% 55,020 2.00%	2.00% 56,120 2.00%	55,590 2.00%	56,702 2.00%	\$7,836 2.00% 59,555 2.00%	58,993 2.00%	60,172 2.00% 61,961 2.00%	
	<u>}</u>	7 37,410	2.00% 39,293 2.00% 45,202	38,922 2.00% 40,079 2.00% 46,106	39,700 39,700 2.00% 40,880 2.00% 47,028	1, 2016 11 40,494 2.00% 41,698 2.00% 47,969	12 41,304 2.00% 42,532 2.00% 48,928	13 42,130 2.00% 43,383 2.00% 49,907	42,973 2.00% 44,250 2.00% 50,905	15 43,832 2.00% 45,135 2.00% 51,923	16 44,709 2.00% 46,038 2.00% 52,961	17 45,603 2.00% 46,959 2.00% 54,021	2.00% 47,898 2.00% 55,101	2.00% 2.00% 56,203	2.00% 2.00% 2.00% 57.327	2.00% 50,830 2.00%	2.00%	\$1,3\$7 2.00% 2.00% 60,836	2.00% 53,941 2.00% 62,053	2.00% 55,020 2.00% 63,294	2.00% 56,120 2.00% 64,560	55,590 2.00% 57,242 2.00%	56,702 2.00% 58,387 2.00%	57,836 2.00% 59,555 2.00% 68,511	58,993 2.00% 60,746 2.00%	60,172 2.00% 61,961 2.00% 71,279	2.00%
Grade	2	7 37,410 38,523 44,316	2.00% 39,293 2.00% 45,202 2.00%	9 38,922 2.00% 40,079 2.00% 46,106 2.00%	39,700 39,700 2.00% 40,880 2.00% 47,028 2.00%	1, 2016 11 40,494 2.00% 41,698 2.00% 47,969 2.00%	12 41,304 2.00% 42,532 2.00% 48,928 2.00%	13 42,130 2.00% 43,383 2.00% 49,907 2.00%	42,973 2.00% 44,250 2.00% 50,905 2.00%	15 43,832 2.00% 45,135 2.00% 51,923 2.00%	16 44,709 2.00% 46,038 2.00% 52,961 2.00%	17 45,603 2.00% 46,959 2.00% 54,021 2.00%	2.00% 47,898 2.00% 55,101 2.00%	2.00% 2.00% 56,203 2.00%	2.00% 2.00% 57,327 2.00%	2.00% 50,830 2.00%	2.00%	51,357 2.00% 2.00% 60,836 2.00%	2.00% 53,941 2.00% 62,053 2.00%	2.00% 55,020 2.00% 63,294 2.00%	2.00% 56,120 2.00% 64,560 2.00%	55,590 2.00% 57,242 2.00%	56,702 2.00% 58,387 2.00%	57,836 2.00% 59,555 2.00% 68,511 2.00%	58,993 2.00% 60,746 2.00%	60,172 2.00% 61,961 2.00% 71,279 2.00%	2.00%
	2	7 37,410 38,523	2.00% 39,293 2.00% 45,202 2.00% 49,550	9 38,922 2.00% 40,079 2.00% 46,106 2.00% 50,541	39,700 2.00% 40,880 2.00% 47,028 2.00% 51,552	1, 2016 11 40,494 2.00% 41,698 2.00% 47,969 2.00% 52,583	12 41,304 2.00% 42,532 2.00% 48,928 2.00% 53,635	13 42,130 2.00% 43,383 2.00% 49,907 2.00% 54,708	42,973 2.00% 44,250 2.00% 50,905 2.00% 55,802	15 43,832 2.00% 45,135 2.00% 51,923 2.00% 56,918	16 44,709 2.00% 46,038 2.00% 52,961 2.00% 58,056	17 45,603 2.00% 46,959 2.00% 54,021 2.00% 59,217	2.00% 47,898 2.00% 55,101 2.00% 60,402	2.00% 2.00% 56,203 2.00% 61,610	2.00% 2.00% 57,327 2.00% 62,842	2.00% 50,830 2.00% 2.00% 64,099	2.00% 2.00% 2.00% 65,381	51,357 2,00% 2,00% 60,836 2,00% 66,688	2.00% 53,941 2.00% 62,053 2.00% 68,022	2.00% 55,020 2.00% 63,294 2.00% 69,382	2.00% 56,120 2.00% 64,560 2.00% 70,770	55,590 2.00% 57,242 2.00% 2.00% 72,185	56,702 2.00% 58,387 2.00%	57,836 2.00% 59,555 2.00% 68,511 2.00% 75,102	58,993 2.00% 60,746 2.00% 2.00% 76,604	60,172 2.00% 61,961 2.00% 71,279 2.00% 78,136	2.00%
	3	7 37,410 38,523 44,316 48,579	2.00% 39,293 2.00% 45,202 2.00% 49,550 2.00%	9 38,922 2.00% 40,079 2.00% 46,106 2.00% 50,541	39,700 2.00% 40,880 2.00% 47,028 2.00% 51,552 2.00%	1, 2016 11 40,494 2.00% 41,698 2.00% 47,969 2.00% 52,583 2.00%	12 41,304 2.00% 42,532 2.00% 48,928 2.00% 53,635 2.00%	13 42,130 2.00% 43,383 2.00% 49,907 2.00% 54,708 2.00%	42,973 2.00% 44,250 2.00% 50,905 2.00% 55,802 2.00%	43,832 2.00% 45,135 2.00% 51,923 2.00% 56,918 2.00%	16 44,709 2.00% 46,038 2.00% 52.961 2.00% \$8,056 2.00%	17 45,603 2.00% 46,959 2.00% 54,021 2.00% 59,217 2.00%	2.00% 47,898 2.00% 55,101 2.00% 60,402 2.00%	2.00% 2.00% 56,203 2.00% 61,610 2.00%	2.00% 2.00% 57.327 2.00% 62,842 2.00%	2.00% 50,830 2.00% 2.00% 64,099 2.00%	2.00% 2.00% 2.00% 65,381 2.00%	2.00% 2.00% 60,836 2.00% 66,688 2.00%	2.00% 53,941 2.00% 62,053 2.00% 68,022 2.00%	2.00% 55,020 2.00% 63,294 2.00% 69,382 2.00%	2.00% 56,120 2.00% 64,560 2.00% 70,770 2.00%	55,590 2.00% 57,242 2.00% 2.00% 72,185 2.00%	56,702 2.00% 58,387 2.00% 2.00% 73,629 2.00%	57,836 2.00% 59,555 2.00% 68,511 2.00% 75,102 2.00%	58,993 2.00% 60,746 2.00% 2.00% 76,604 2.00%	60,172 2.00% 61,961 2.00% 71,279 2.00% 78,136 2.00%	2.00% 2.00% 2.00%
	3	7 37,410 38,523 44,316 48,579	2.00% 39,293 2.00% 45,202 2.00% 49,550 2.00% 54,483	9 38,922 2.00% 40,079 2.00% 46,106 2.00% 50,541 2.00% 55,572	39,700 2.00% 40,880 2.00% 47,028 2.00% 51,552 2.00% 56,684	1, 2016 11 40,494 2.00% 41,698 2.00% 47,969 2.00% 52,583 2.00% 57,817	12 41,304 2.00% 42,532 2.00% 48,928 2.00% 53,635 2.00% 58,974	13 42,130 2.00% 43,383 2.00% 49,907 2.00% 54,708 2.00% 60,153	42,973 2.00% 44,250 2.00% 50,905 2.00% 55,802 2.00% 61,356	43,832 2.00% 45,135 2.00% 51,923 2.00% 56,918 2.00% 62,583	16 44,709 2.00% 46,038 2.00% 52.961 2.00% 58,056 2.00% 63,835	17 45,603 2.00% 46,959 2.00% 54,021 2.00% 59,217 2.00% 65,112	2.00% 47,898 2.00% 55,101 2.00% 60,402 2.00% 66,414	2.00% 2.00% 56,203 2.00% 61,610 2.00% 67,742	2.00% 2.00% 57,327 2.00% 62,842 2.00% 69,097	2.00% 50,830 2.00% 2.00% 64,099 2.00% 70,479	2.00% 2.00% 2.00% 65,381 2.00% 71,889	\$1,357 2.00% 2.00% 60,836 2.00% 66,688 2.00% 73,326	2.00% 53,941 2.00% 62,053 2.00% 68,022 2.00% 74,793	2.00% 55,020 2.00% 63,294 2.00% 69,382 2.00% 76,289	2.00% 56,120 2.00% 64,560 2.00% 70,770 2.00% 77,815	55,590 2.00% 57,242 2.00% 2.00% 72,185 2.00% 79,371	56,702 2.00% 58,387 2.00% 2.00% 73,629 2.00% 80,958	57,836 2.00% 59,555 2.00% 68,511 2.00% 75,102 2.00% 82,577	58,993 2.00% 60,746 2.00% 2.00% 76,604 2.00% 84,229	60,172 2.00% 61,961 2.00% 71,279 2.00% 78,136 2.00% 85,914	2.00% 2.00% 2.00% 2.00%
	3 - 4 - 5 -	7 37,410 38,523 44,316 48,579 53,414	2.00% 39,293 2.00% 45,202 2.00% 49,550 2.00% 54,483 2.00%	9 38,922 2.00% 40,079 2.00% 46,106 2.00% 50,541 2.00% 55,572 2.00%	39,700 2.00% 40,880 2.00% 47,028 2.00% 51,552 2.00% 56,684 2.00%	1, 2016 11 40,494 2.00% 41,698 2.00% 47,969 2.00% 52,583 2.00% 57,817 2.00%	12 41,304 2.00% 42,532 2.00% 48,928 2.00% 53,635 2.00% 58,974 2.00%	13 42,130 2,00% 43,383 2,00% 49,907 2,00% 54,708 2,00% 60,153 2,00%	42,973 2.00% 44,250 2.00% 50,905 2.00% 55,802 2.00% 61,356 2.00%	15 43,832 2.00% 45,135 2.00% 51,923 2.00% 56,918 2.00% 62,583 2.00%	16 44,709 2,00% 46,038 2,00% 52,961 2,00% 58,056 2,00% 63,835 2,00%	17 45,603 2.00% 46,959 2.00% 54,021 2.00% 59,217 2.00% 65,112 2.00%	2.00% 47,898 2.00% 55,101 2.00% 60,402 2.00% 66,414 2.00%	2.00% 2.00% 56,203 2.00% 61,610 2.00% 67,742 2.00%	2.00% 2.00% 57.327 2.00% 62,842 2.00% 69,097 2.00%	2.00% 50,830 2.00% 2.00% 64,099 2.00% 70,479 2.00%	2.00% 2.00% 2.00% 65,381 2.00% 71,889 2.00%	\$1,3\$7 2,00% 2,00% 60,836 2,00% 66,688 2,00% 73,326 2,00%	2.00% 53,941 2.00% 62,053 2.00% 68,022 2.00% 74,793 2.00%	2.00% 55,020 2.00% 63,294 2.00% 69,382 2.00% 76,289 2.00%	2.00% 56,120 2.00% 64,560 2.00% 70,770 2.00% 77,815 2.00%	55,590 2.00% 57,242 2.00% 2.00% 72,185 2.00% 79,371 2.00%	56,702 2.00% 58,387 2.00% 2.00% 73,629 2.00% 80,958 2.00%	57,836 2.00% 59,555 2.00% 68,511 2.00% 75,102 2.00% 82,577 2.00%	58,993 2.00% 60,746 2.00% 2.00% 76,604 2.00% 84,229 2.00%	60,172 2.00% 61,961 2.00% 71,279 2.00% 78,136 2.00% 85,914 2.00%	2.00% 2.00% 2.00%
	3 - 4 - 5 -	7 37,410 38,523 44,316 48,579	2.00% 39,293 2.00% 45,202 2.00% 49,550 2.00% 54,483 2.00% 60,208	9 38,922 2.00% 40,079 2.00% 46,106 2.00% 50,541 2.00% 55,572 2.00% 61,412	39,700 2.00% 40,880 2.00% 47,028 2.00% 51,552 2.00% 56,684 2.00% 62,641	1, 2016 11 40,494 2.00% 41,698 2.00% 47,969 2.00% 52,583 2.00% 57,817 2.00% 63,894	12 41,304 2.00% 42,532 2.00% 48,928 2.00% 53,635 2.00% 58,974 2.00% 65,171	13 42,130 2,00% 43,383 2,00% 49,907 2,00% 54,708 2,00% 60,153 2,00% 66,475	42,973 2.00% 44,250 2.00% 50,905 2.00% 55,802 2.00% 61,356 2.00% 67,804	15 43,832 2.00% 45,135 2.00% 51,923 2.00% 56,918 2.00% 62,583 2.00% 69,160	16 44,709 2,00% 46,038 2,00% 52,961 2,00% 58,056 2,00% 63,835 2,00% 70,544	17 45,603 2.00% 46,959 2.00% 54,021 2.00% 59,217 2.00% 65,112 2.00% 71,954	2.00% 47,898 2.00% 55,101 2.00% 60,402 2.00% 66,414 2.00% 73,394	2.00% 2.00% 56,203 2.00% 61,610 2.00% 67,742 2.00% 74,861	2.00% 2.00% 57,327 2.00% 62,842 2.00% 69,097 2.00% 76,359	2.00% 50,830 2.00% 2.00% 64,099 2.00% 70,479 2.00% 77,886	2.00% 2.00% 2.00% 65,381 2.00% 71,889 2.00% 79,444	\$1,3\$7 2,00% 2,00% 60,836 2,00% 66,688 2,00% 73,326 2,00% 81,032	2.00% 53,941 2.00% 62,053 2.00% 68,022 2.00% 74,793 2.00% 82,653	2.00% 55,020 2.00% 63,294 2.00% 69,382 2.00% 76,289 2.00% 84,306	2.00% 56,120 2.00% 64,560 2.00% 70,770 2.00% 77,815 2.00% 85,992	55,590 2.00% 57,242 2.00% 2.00% 72,185 2.00% 79,371 2.00% 87,712	56,702 2.00% 58,387 2.00% 2.00% 73,629 2.00% 80,958 2.00% 89,466	57,836 2.00% 59,555 2.00% 68,511 2.00% 75,102 2.00% 82,577 2.00%	58,993 2.00% 60,746 2.00% 2.00% 76,604 2.00% 84,229 2.00% 93,081	60,172 2.00% 61,961 2.00% 71,279 2.00% 78,136 2.00% 85,914 2.00% 94,942	2.00% 2.00% 2.00% 2.00%
	3	7 37,410 38,523 44,316 48,579 53,414 59,028	2.00% 39,293 2.00% 45,202 2.00% 49,550 2.00% 54,483 2.00% 60,208	9 38,922 2.00% 40,079 2.00% 46,106 2.00% 50,541 2.00% 55,572 2.00% 61,412 2.00%	39,700 2.00% 40,880 2.00% 47,028 2.00% 51,552 2.00% 56,684 2.00% 62,641 2.00%	1, 2016 11 40,494 2.00% 41,698 2.00% 47,969 2.00% 52,583 2.00% 57,817 2.00% 63,894 2.00%	12 41,304 2.00% 42,532 2.00% 48,928 2.00% 53,635 2.00% 58,974 2.00% 65,171 2.00%	13 42,130 2.00% 43,383 2.00% 49,907 2.00% 54,708 2.00% 60,153 2.00% 66,475 2.00%	42,973 2.00% 44,250 2.00% 50,905 2.00% 55,802 2.00% 61,356 2.00% 67,804 2.00%	15 43,832 2.00% 45,135 2.00% 51,923 2.00% 56,918 2.00% 62,583 2.00% 69,160 2.00%	16 44,709 2.00% 46,038 2.00% 52,961 2.00% 58,056 2.00% 63,835 2.00% 70,544 2.00%	17 45,603 2.00% 46,959 2.00% 54,021 2.00% 59,217 2.00% 65,112 2.00% 71,954 2.00%	2.00% 47,898 2.00% 55,101 2.00% 60,402 2.00% 66,414 2.00% 73,394 2.00%	2.00% 2.00% 56,203 2.00% 61,610 2.00% 67,742 2.00% 74,861 2.00%	2.00% 2.00% 57,327 2.00% 62,842 2.00% 69,097 2.00% 76,359 2.00%	2.00% 50.830 2.00% 2.00% 64.009 2.00% 70,479 2.00% 77,886 2.00%	2.00% 2.00% 2.00% 65,381 2.00% 71,889 2.00% 79,444 2.00%	51,357 2.00% 60,836 2.00% 66,688 2.00% 73,326 2.00% 81,032 2.00%	2.00% 53,941 2.00% 62,053 2.00% 68,022 2.00% 74,793 2.00% 82,653 2.00%	2.00% 55,020 2.00% 63,294 2.00% 69,382 2.00% 76,289 2.00% 84,306 2.00%	2.00% 56,120 2.00% 64,560 2.00% 70,770 2.00% 77,815 2.00% 85,992 2.00%	55,590 2.00% 57,242 2.00% 2.00% 72,185 2.00% 79,371 2.00% 87,712 2.00%	56,702 2.00% 58,387 2.00% 2.00% 73,629 2.00% 80,958 2.00% 89,466 2.00%	57,836 2.00% 59,555 2.00% 68,511 2.00% 75,102 2.00% 82,577 2.00% 91,256 2.00%	58,993 2.00% 60,746 2.00% 76,604 2.00% 84,229 2.00% 93,081 2.00%	60,172 2.00% 61,961 2.00% 71,279 2.00% 78,136 2.00% 85,914 2.00% 94,942 2.00%	2.00% 2.00% 2.00% 2.00%
	3	7 37,410 38,523 44,316 48,579 53,414	2.00% 39,293 2.00% 45,202 2.00% 49,550 2.00% 54,483 2.00% 60,208	9 38,922 2.00% 40,079 2.00% 46,106 2.00% 50,541 2.00% 55,572 2.00% 61,412	39,700 2.00% 40,880 2.00% 47,028 2.00% 51,552 2.00% 56,684 2.00% 62,641	1, 2016 11 40,494 2.00% 41,698 2.00% 47,969 2.00% 52,583 2.00% 57,817 2.00% 63,894	12 41,304 2.00% 42,532 2.00% 48,928 2.00% 53,635 2.00% 58,974 2.00% 65,171 2.00%	13 42,130 2.00% 43,383 2.00% 49,907 2.00% 54,708 2.00% 60,153 2.00% 66,475 2.00%	42,973 2.00% 44,250 2.00% 50,905 2.00% 55,802 2.00% 61,356 2.00% 67,804	15 43,832 2,00% 45,135 2,00% 51,923 2,00% 56,918 2,00% 62,583 2,00% 69,160 2,00%	16 44,709 2.00% 46,038 2.00% 52,961 2.00% 58,056 2.00% 63,835 2.00% 70,544 2.00%	17 45,603 2.00% 46,959 2.00% 54,021 2.00% 59,217 2.00% 65,112 2.00% 71,954 2.00%	2.00% 47,898 2.00% 55,101 2.00% 60,402 2.00% 66,414 2.00% 73,394	2.00% 2.00% 56,203 2.00% 61,610 2.00% 67,742 2.00% 74,861	2.00% 2.00% 57,327 2.00% 62,842 2.00% 69,097 2.00% 76,359	2.00% 50,830 2.00% 2.00% 64,099 2.00% 70,479 2.00% 77,886	2.00% 2.00% 2.00% 65,381 2.00% 71,889 2.00% 79,444	51,357 2.00% 60,836 2.00% 66,688 2.00% 73,326 2.00% 81,032 2.00%	2.00% 53,941 2.00% 62,053 2.00% 68,022 2.00% 74,793 2.00% 82,653	2.00% 55,020 2.00% 63,294 2.00% 69,382 2.00% 76,289 2.00% 84,306	2.00% 56,120 2.00% 64,560 2.00% 70,770 2.00% 77,815 2.00% 85,992	55,590 2.00% 57,242 2.00% 2.00% 72,185 2.00% 79,371 2.00% 87,712	56,702 2.00% 58,387 2.00% 2.00% 73,629 2.00% 80,958 2.00% 89,466	57,836 2.00% 59,555 2.00% 68,511 2.00% 75,102 2.00% 82,577 2.00% 91,256 2.00%	58,993 2.00% 60,746 2.00% 2.00% 76,604 2.00% 84,229 2.00% 93,081	60,172 2.00% 61,961 2.00% 71,279 2.00% 78,136 2.00% 85,914 2.00% 94,942 2.00%	2.00% 2.00% 2.00% 2.00%

Updated 8/22/2014

APPENDIX E UAW Professional Unit Grade Assignments

<u>Position</u>	<u>Grade</u>
Analytical Chemist	11
Appraiser I	11
Assessing Admin Specialist III/CSR	11
Executive Assistant/Business Coordinator	11
Planner I	11
Program Coordinator	11
Appraiser II	12
Citizens Services Coordinator	12
DPW Billing Accountant	12
DPW Contract Administrator	12
Grant Management Specialist	12
Purchasing Agent II	12
Recycling Coordinator	12
Revenue Coordinator	12
Transit Fleet & Facilities Supervisor	12
Project Administrator, LP&HH	I2
Technical Specialist 1	12
Construction Inspector Engineering Assistant	13
Appraiser III	13
Planner II	13
Process Chemist	13
Program Coordinator, LP&HH	13
Project Administrator	13
Safety/Loss Prevention Analyst	13
Transit Financial Coordinator	13
Trust Accountant	13
GIS Technician II	14
Industrial Pretreatment Coordinator	14
Plans Examiner	14
Supervisor, Laboratory	14
Technical Specialist II/Network Support	14
Deputy Planning Manager	15
IT Infrastructure Analyst	15
Senior Accountant	15
Senior Financial Analyst	15
IT Applications Analyst	16
Systems Admin/Database Administrator	16
Plant Operations Supervisor	17

The positions listed below became inactive:

Internet/Intranet Applications Developer	16
Executive Administrator	12
Accountant	12

Any new title classified within grades 1 I - 17 will not require a reopening of the contract or further negotiation.

APPENDIX F

JULY 25, 2005 ULP SETTLEMENT AGREEMENT

[Language has been inserted into CBA, Article 12.]

COLLECTIVE BARGAINING AGREEMENT

BETWEEN

THE CITY OF NASHUA, NH

AND

U.A.W. LOCAL 2232

PROFESSIONAL UNIT

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Article 1 Agreement

AGREEMENT, made and entered into as of the	day of	
, 201214, by and between The City of Nasl	hua, New Hampshire (hereinafter calle	ed
the "City") and the International Union, United Au	tomobile, Aerospace and Agricultur	ral
Implement Workers of America (UAW) and its Local	# 2232, United Automobile, Aerospace	ce
and Agricultural Implement Workers of America (UAW	7), Professional Unit, (hereinafter calle	ed
the "Union").		

Article 2 Recognition

The City hereby recognizes the Union as the sole and exclusive representative of the professional employees as certified by the PELRB of New Hampshire as per Appendix A.

The City agrees that it will not discriminate against, intimidate, or coerce any employee in the exercise of their rights to bargain collectively through the Union on account of membership in or activities on behalf of the Union. The City agrees that it will deal with the Union for the purposes of bargaining with respect to wages, hours of duty and working conditions of members of the Bargaining Unit.

Should there be a dispute between an employee and the Union over the matter of an employee's Union membership, the Union agrees to hold the City harmless in any such dispute.

Article 3 Discrimination

It is agreed that the City will not discriminate on the basis of sex, race, color, national origin, religion, lawful political or employee's organization affiliation, age, marital status, sexual preference, or non-disqualifying disability, or on any basis prohibited by law.

Article 4 Union Dues

An employee, who is a member of the Union, may execute a written authorization providing that a portion of their salary representing monthly dues be withheld weekly and forwarded to the Union. Upon receiving a properly executed Authorization and Assignment Form from an employee, the Local 2232 shall notify the Human Resources/Payroll Department to deduct from salary due, the amount authorized, and a copy of said form acceptable to Human Resources Department shall be furnished thereto in advance of said deduction. A copy of said form is attached as Appendix B.

Each month, a check for the amount of all dues deducted, along with a current list of members from whose salary dues deductions have been made, shall be transmitted to the Treasurer of the Union.

An employee who executes such authorization form shall continue to have such deductions made from their salary during the term the Agreement or until the Human Resource/Payroll Department, with a copy to the Union, are notified that the Authorization and Assessment Form is being revoked, and the employee thus redraws the authority for the deduction of dues. Dues deductions shall be made without cost to the employee or the Union.

Dues deductions shall be subordinate to deductions required by law and other deductions. No deductions shall be made if an employee has insufficient salary in any pay period. The City of Nashua shall not be responsible for deducting any arrearage in dues owed to the Union by a member, or any special or other assessment by the Union, with the exception of the deduction of initiations fees if expressly authorized on the form noted above.

Deductions shall automatically terminate upon the occurrence of any of the following events:

- 1. Termination of employment;
- 2. Transfer out of the bargaining unit;
- 3. Lay-off;
- 4. Revocation by the employee of Dues Authorization.

The Unit shall indemnify and save harmless The City of Nashua in and on account of any and all claims, suits and damages arising out of, or in relation to, such dues deductions.

Article 4A Agency Fee

An employee who elects not to pay Union Dues shall pay an agency fee for services rendered by the Union commensurate with the employee's fair share apportionment for the cost of collective bargaining, contract administration, and grievance adjustment. The City agrees to collect agency fees in the same method and manner as the collection of Union dues.

Union Fees - Grievances

Some employees' positions are subject to the terms and conditions of this agreement by virtue of inclusion in this bargaining unit although the employees have chosen not to join the union or pay agency fees. In the event that such an employee wishes to file and/or appeal a grievance under the terms of this agreement, the Union will represent such employee upon request in exchange for the following fee:

Grievance Procedure Through Step: Fee:

1

\$ 50.00

2	\$ 150.00
3	\$ 300.00
4	\$ 400.00 (where applicable)
5	\$2,000.00 (plus arbitrator and filing fees,
	lost time of witnesses, travel expenses, and
	other costs, etc.)

All fees are to be paid up front for the above named services.

Article 5 Employee Rights

It is agreed that neither the City nor its Departments will:

- A. Dominate or interfere in the formation and administration of the Union;
- B. Discriminate in the hire, tenure, or the terms and conditions of employment of employees or potential employees, for the purpose of encouraging or discouraging membership in the Union:
- C. Discharge, suspend, discipline, or otherwise discriminate against any employee because the employee has filed a complaint, affidavit, or petition, or given information or testimony on a grievance, as set forth in RSA 273-A;
- D. Restrain, coerce, or otherwise interfere with the Union in the exercise of rights granted by statute.

It is the intention of all the parties that this article provides that the Union shall enjoy all the rights secured by RSA 273-A.

Article 6 Management Rights

Except as otherwise provided for in this agreement, the City of Nashua, its respective Boards or Commissions and officers, shall have, whether exercised or not, all the rights, powers, and authority vested in it by virtue of the Statutes of the State of New Hampshire and the Nashua City Charter and Ordinances, now or hereinafter enacted including, but not limited to, the rights to:

- A. Control the management and administration of the City of Nashua;
- B. Hire, promote from within, transfer, assign, retain, layoff, and direct employees within the City of Nashua;

- C. Suspend, demote, discharge and take other disciplinary actions against employees for just cause;
- D. Issue, modify, and enforce Rules and Regulations which do not expressly violate the terms of this Agreement.
- E. Determine the methods, means, and personnel by which the City of Nashua's operation is to be conducted, as well as to determine those operations and to assign duties, hours, and responsibilities to its employees accordingly;
- F. Exercise control and discretion over the City of Nashua, it organization, and the technology or lack thereof of performing its work;
- G. Determine the standards of selection for employment and the standards of service to be offered by the City of Nashua;
- H. Assign Union employees to work in any job classification as needed, in the judgment of the appropriate supervisor or manager.
- I. Exercise managerial policy, as set forth in RSA 273-A;
- J. Schedule the hours and days of work whether for emergency purposes or not.

The foregoing Management rights are set out for purposes of illustration and not limitation; the City of Nashua retains all such rights, powers, and authority, whether exercised or not, conferred upon it by law.

Article 7 Strikes and Work Stoppages

The Union shall not instigate, sponsor, or encourage any activity or action in contravention of the provisions or intent of the Agreement.

No employee shall, alone or in concert, engage in, initiate, sponsor, support or direct a strike, work stoppage, or refuse in the course of employment to perform assigned duties; or withhold, curtail or restrict services or otherwise interfere with the operations of the City of Nashua or encourage others to do so; or engage, or participate in any other form of job action.

Article 8 Work Week and Work Schedule

A. The work week shall consist of seven (7) consecutive twenty-four (24) hour periods and shall stay consistent with current practice.

- B. The normal work schedule shall consist of five (5) consecutive eight (8) hour work days.
- C. Employees engaged in continuous operations such as BPW, and other jobs where employees are ordered on call at any hour of the day, shall have regular working hours and regular work weeks to suit specific jobs in these continuous operations as practiced as of the date of execution.
- D. The City may establish working hours for jobs having other than normal requirements.
- E. Any change in the regular work schedule hours shall be the subject of discussions between the Union and the City before being implemented. This subsection shall not be construed to reduce or impair managements authority pursuant to the article entitled "Management Rights" supra.

Article 9 Overtime

Overtime may be required of all employees. Compensation therefore shall be paid as required by the Fair Labor Standard Act and other pertinent law. Nonexempt employees called in from home to work shall receive a minimum of three (3) hours pay therefore at the applicable rate. Employees who are "on call" or subject to the provisions of a written procedure established by management requiring periodic work outside their regularly scheduled hours shall be paid any additional pay provided for in such procedures. Inspectors in the Community Development Division shall receive a minimum of three (3) hours pay at the applicable rate for scheduled work on Saturday or Sunday or between the hours of 9:00 p.m. and 5 a.m..

For any employee in the Public Works Division, time and one half the employee's regular hourly pay shall be paid for work assigned and performed in excess of eight (8) hours in a work day, or in excess of forty (40) hours in a work week. Paid Earned Time, paid holidays, military active duty for training, jury duty, bereavement leave, or other excusable reasons of similar urgency, shall be considered as time worked for the purpose of computing overtime pay.

When Park Department foremen go on permanent night shift assignment, all overtime for these employees in the Park Department will be based on the premium rate of pay (base pay plus shift differential) for all overtime work performed.

Overtime shall be allocated within a department on a rotating basis starting with the most senior qualified employee. The next round of overtime shall begin with the next senior employee not previously contacted for overtime. Once the list is at the bottom (least senior employee) the list will start again with the most senior. All qualified bargaining unit members in the division shall be offered overtime before members of other units.

Notwithstanding the foregoing, overtime in emergency situations shall be assigned as determined by management in order to best address the emergency. In this event, employees required to work overtime for the emergency will be skipped over the next time they would be eligible for non-emergency overtime.

For the purposes of this section, seniority shall be calculated on the same basis as Job Posting/Lay-offs and Recall.

The City and the Union will jointly maintain an updated overtime rotation list. The Union will provide the City with any changes in contact information. These changes will be made to the list as soon as they are received from the Union. Any errors in allocating overtime will be corrected immediately by placing the missed individual at the top of the overtime list and giving him or her the next overtime opportunity. This subsequent opportunity will be offered for the same number of hours as the missed opportunity. The employee's original position on the overtime list will not change with this action. Corrections of errors in allocating overtime shall be handled in this manner not more than once per individual employee per fiscal year.

Employees who agree to be "on call" shall be compensated one (1) hour of overtime rate (time and a half) per day. The employee will be issued a pager or cell phone and respond to it if paged or called.

Overtime opportunities for street foremen shall be as follows:

List A: Street Foremen

List B: Other Street Department Foremen

List C: Other qualified UAW employees in the Street Department

List D: Park Department Foremen

List E: All other qualified UAW employees

Snow overtime opportunities for street foremen shall be as follows:

List A: Street Foremen

List B: Other Street Department Foremen

List C: Other Snow Route Foremen, not in the Street Department

List D: Other qualified UAW employees in the Street Department

List E: Park Department Foremen

List F: All other qualified UAW employees

In the event that no one volunteers for duties relative to snow operations, any new UAW employee hired or promoted on or after June 2, 2003 is required to be available for snow-related overtime and will be assigned by reverse seniority on a rotating basis.

Anyone who is on Earned Time Leave or who is under medical restrictions or who has reasonable justification for not being available shall not be required to accept overtime assignments.

The City shall provide the Union with the qualifications necessary to assume, on a temporary basis, the duties of a snow route foreman, and once an employee has been determined to have these qualifications, the employee shall be included in List F.

The City shall provide any necessary training to allow employees to become qualified for these snow operations.

Article 10 Seniority

Seniority shall be defined as the continuous length of service with the City of Nashua. For the purpose of Lay-offs, Recall and Job Postings seniority shall be in accordance with the following:

Three points [3] shall be awarded for each completed year an employee works in a specific department.

Two points [2] shall be awarded for each completed year an employee works in a specific division, and out of the department.

One point [1] shall be awarded for each completed year an employee works for the City and out of the division, and out of the department.

Seniority shall be based on the total number of points an employee has accumulated.

For an example an employee with eleven years with the City in continuous service, and as follows:

department	division	city
5	3	3

would have 24 points [5x3+3x2+3x1].

The City shall furnish the Union Chairperson with an up-to-date Seniority List on a monthly basis. The City will also furnish the names of all new hires, promotions, layoffs and terminations on a weekly basis.

Seniority shall be broken for the following reasons:

- a) If the employee quits or retires.
- b) If the employee is discharged for just cause.
- c) If the employee is laid off for a period of time greater than two (2) years.

Until an employee has served the probationary period, the employee has no seniority status and may be discharged or laid off without cause. Upon successful completion of the probationary period, seniority will accrue retroactively to the date of hire.

The employee shall accumulate seniority while on an authorized leave of absence.

Article 11 Grievance Procedure

In the event that differences arise with respect to any provision of this Agreement, an earnest effort shall be made to settle such differences promptly in the following order and manner:

- Step I An employee shall present an oral grievance with or without the assistance of the Union to the employee's immediate supervisor. The supervisor shall respond to the grievance within five (5) working days. If the grievance is not settled at this step, the grievance may proceed to the next step. The employee will be paid at the employee's regular rate of pay for time spent presenting the oral grievance, if during work hours. Any resolution of the grievance shall not be inconsistent with the terms of this agreement. The Union shall be notified of the resolution of the grievance.
- **Step II** The grievance shall be set forth in writing on the form as provided in Appendix C.

The grievance must be signed by the aggrieved employee and Union Representative, and presented to the employee's Department Head within five (5) working days after receipt of the supervisor's decision in step I.

The Department Head will be given five (5) working days after the receipt of the grievance to have a meeting with the aggrieved party and communicate a decision in writing to the Union. If the grievance is not settled to the satisfaction of the employee and the Union, or if no reply is communicated after the five (5) working days, the grievance may proceed to Step III.

The city and the union may agree to proceed directly from Step I to Step III in an effort to expedite the grievance process.

Step III The Union will inform the Division Director and Human Resources Manager of the grievance, in writing and within five (5) working days of the Department Head's decision or lack thereof. The Union shall provide the Division Director and Human Resources Manager with copies of all prior communications. The Division Director and/or the Human Resources Manager will be given ten (10) working days to jointly meet with the union representative and aggrieved employee and communicate a written decision to the Union.

If the grievance is not settled to the satisfaction of the employee and the Union, or if no reply has been communicated after the ten (10) working days, the grievance may proceed to Step IV for positions governed by an established Board of Commissioners (Fire, BPW, etc.) and to Step V for all others.

Step IV The Union will inform the Board of Commissioners of the grievance, in writing and within five (5) working days of the Division Director's decision or lack thereof. The Union shall provide the Board with copies of all prior communications. The Board of Commissioners will be given twenty (20) working days to meet with the

union representative, with or without the aggrieved party, and communicate a written decision to the Union. If the grievance is not settled to the satisfaction of the employee and the Union, or if no reply has been communicated after the twenty (20) working days, the grievance may proceed to Step V.

Step V

Within twenty (20) working days of the Division Director's and/or Human Resources Manager's, or applicable Board of Commissioners decision, or expiration of the decision period, the Union will have the option of submitting the grievance to arbitration. The Union shall inform the Human Resources Manager in writing of its decision to arbitrate.

The choice of Arbitrator shall be by agreement of the two parties. However, if no such agreement has been reached within ten (10) working days notice of intent to arbitrate, the grievance may be referred to the Public Employee Labor Relations Board for the selection of the arbitrator in accordance with the procedures then obtaining. All decisions of the arbitrator shall be binding. The arbitrator shall have no authority to award a monetary remedy hereunder other than for lost compensation which would have been otherwise received pursuant to the terms of this agreement.

The operation of this grievance and arbitration agreement shall be subject to the provisions of Chapter 542 of the New Hampshire Revised Statutes Annotated.

Time Limitations

The city and the union may waive steps or extend the time for any action stated above by mutual consent in writing, but all the steps of this procedure shall be handled as expeditiously as possible with a view to promoting and maintaining harmony. Request of either party for extensions of time shall not be unreasonably denied.

Failure at any step of this procedure by the City to communicate a decision in writing on a grievance within the time specified shall permit an appeal of the grievance to the next step. Failure at any step of this procedure to appeal a grievance to the next step within the specified time limits shall be deemed to be acceptance of the decision rendered at the step.

No grievance will be considered unless it is presented in Step I within 15 days of the date that the employee and/or union became aware that a contract violation may have occurred.

Right to Withdraw

The aggrieved party has the right to withdraw the grievance at any time during the proceedings.

Union Representation

The City will allow the grieved party reasonable time to meet with Union representatives for the purpose of discussing and presenting the grievance. Whenever possible, the Union representative will notify their immediate supervisor when they are meeting with the grieved party.

Fees

The fees and expenses charged by the arbitrator shall be shared equally by the City and the Union.

Mediation

Grievance Mediation may take place, at no cost to either party, in the grievance procedure at any time if agreed by both parties. Either party may submit a request to the other requesting Grievance Mediation. The parties may use any mediator or service, including the Federal Mediation and Conciliation Service or may agree to mediate without a third party.

Article 12 Job Posting/Lay-Offs/Recall

Each position shall be defined by a Position Job Description Form (PDF). All PDFs Job Descriptions shall be reviewed and evaluated and assigned a grade. The Union shall have input in the PDF Job Description process and shall be notified when any PDF Job Description is being created, under review, being reevaluated or has been requested to be reevaluated.

Effective upon the ratification of this agreement, the City and the Union agree to meet and discuss the criteria for use in determining upgrades for positions and the procedures by which employees may request to have their PDFs Job Descriptions reviewed for possible upgrade.

Eligibility: All vacancies in positions within the bargaining unit will be subject to the posting procedures specified in this Article. When filling vacancies for positions covered by this Agreement, current regular full-time and part-time UAW bargaining unit employees who have completed their probationary period are eligible to apply for a vacant position.

General Posting Policy:

Internal Postings - A notice of position vacancy shall be communicated to all UAW bargaining unit employees. The notice of position vacancy will be distributed to every department and posted on the City's bulletin boards for five (5) working days to allow qualified eligible employees to apply. The notices will include information on job title, grade, salary/hourly rate, department, Union Affiliation, brief description of the job content, and position qualifications. If after the posting of the notice, no qualified employee has applied, the notice of vacancy shall be posted externally in accordance with the Human Resource Department requirements.

Within 60 days of a permanent opening, the City shall either post the position and fill it as stated above or eliminate the position with such notice to the Union. The City can request an extension of time to fill an opening, which will not be unreasonably denied by the Union.

The settlement agreement concerning job postings Dated July 25, 2005 (Appendix F) is incorporated into this agreement as follows:

1. The UAW agrees that internal job postings of supervisory or administrative positions in UAW-represented bargaining units will be first communicated to all UAW and AFSCME bargaining unit employees. The job postings will be distributed to every department and posted

on the Citv's bulletin boards for five working days to allow qualified eligible employees to apply. If after the posting of the notice, no qualified employee has applied, the job posting shall be posted externally in accordance with Human Resource Department requirements.

It is understood that under AFSCME's collective bargaining agreement with regard to promotions to supervisory or administrative positions, the language in its 2002-2006 agreement and any successor agreement shall continue to limit AFSCME to grieving only issues of City notice and consideration for the posting and not the City's employee selection.

It is further understood that under UAW's collective bargaining agreement with regard to Article 12. Job Posting / Lav-Offs / Recall, the language in any successor agreement shall incorporate the understanding set forth in this paragraph and no further negotiation shall be required of the UAW by the City on internal postings.

2. [Omitted intentionally.]

3. The City agrees that with regard to vacant or newly created merit positions, a notice of position vacancy shall be communicated to all merit and UAW bargaining unit employees before notice is communicated to other City or external candidates. Such first notice shall be distributed to every department and posted on the City's bulletin boards for five working days to allow qualified eligible UAW bargaining unit employees to apply. If after the posting of the notice no qualified UAW bargaining unit member has applied, the notice of vacancy shall be posted externally in accordance with the Human Resource Department requirements.

Selection of qualified candidate:

The hiring manager shall make the final decision when filling the position; however, the guidelines for filling any open position prior to commencing work are based upon the employee's ability, qualifications, experience, background check, and/or a driving record check and the ability to successfully pass a physical examination, if required for the vacant position. The best qualified candidate shall be selected. Where qualifications between applicants are relatively equal, seniority as calculated in Article 10 will be used to award the position.

The notice for vacant positions shall not be posted, externally, until all internal applications have been reviewed and/or interviewed.

Each new employee shall receive a copy of the current Collective Bargaining Agreement covering the position (via electronic copy if appropriate) and be permitted reasonable time to meet with a Union representative. The city shall notify the union on or before the hiring date of any new UAW employee so that the union may send a representative to meet with the employee at the time of hire.

The City shall notify the Union (via email if appropriate) of each new employee as they are hired, including the employee's name, address, position title, department, and work location within five (5) business days of their employment with the City.

Promotional Opportunities:

A promotional employee shall have a performance evaluation completed at least once during the probationary period. Should the promotional employee's performance be unsatisfactory, or should the promotional employee find the job unsatisfactory anytime during the promotional probationary period, the promotional employee shall be entitled to return to the position from which promoted within thirty (30) days of the promotion, unless extended for an additional thirty (30) days by management.

Probationary Period:

The probationary period for all new hires will be at least ninety (90) calendar days and may be extended by management in order to provide the employee additional time to be successful. In no case will the probationary period be more than 180 days. For promotional employees, the probationary period is 30 calendar days, unless extended as above.

Rate of Pay:

Persons appointed to positions for the first time shall be paid an amount within the established range for the position. All promotional probationary employees are eligible for any and all overtime opportunities.

Lay-Off Provision:

Management reserves the right to lay-off employees as deemed necessary to conduct its operations. In the event of layoff management will give 30 days written notice to affected employees. When making layoff decisions, such factors as job performance, absenteeism record, and workload of personnel will be considered. If management finds all factors to be reasonably equal for the employees subject to layoff, then reverse seniority shall be utilized in making the layoff decision. In cases where an employee has five (5) or more years of seniority, the employee shall be eligible to bump the least senior employee remaining in a position class series in his/her department for which he/she is qualified, if any. In the event that there is no one available to bump in the department, the employee may exercise the same bumping rights in their division.

Recall Provision:

Laid off employees shall be eligible for recall for a period of two (2) years from the date of layoff. A laid off employee shall be given preference for any position which he/she may be qualified during said period. Recalled employees must be qualified for the position to which recalled. The Human Resource Department shall send notices of other position vacancies to all employees eligible for recall to their last known address.

Article 13 Distribution of this Agreement

Upon final execution of this Agreement, the City shall print and distribute or distribute via email an initial copy of this Agreement to all unit members in the employ of the City as of the execution date. The Union shall be responsible for distributing a copy of the Agreement to all unit members hired after the date of execution.

Article 14 Holidays

Employees covered under this agreement shall receive straight time wages and not be required to work on the following holidays, except as otherwise provided in this article:

New Years
Martin Luther King, Jr. Day
Memorial Day
Independence Day
Labor Day
Veteran's Day
Thanksgiving Day
Christmas
Presidential Election Day [every four years]
Presidents' Day

In addition to the above days, two (2) holidays shall be determined by the Mayor in January of each year.

Employees working in the Public Works Division shall have the same holidays as those specified in Article 15A of the collective bargaining agreement between the Board of Public Works of the City of Nashua and Local 365 of the American Federation of State, County and Municipal Employees, AFL-CIO, provided that the total number of holidays shall be no less than holidays listed above.

Employees required to work a holiday shall receive one and one half (1.5) their usual straight time rate of pay for hours worked. In addition they shall receive holiday pay unless, prior to submission of the weekly payroll, the employee requests in writing to take the holiday time off on a scheduled work day satisfactory to management, within three (3) months from the date of the holiday.

When a holiday occurs during scheduled time off, the holiday shall be paid at straight time and the employee will not be charged with earned time for that day.

If a holiday falls on a Saturday and is observed on a Friday, said Friday shall be a paid holiday. If a holiday falls on a Sunday, and is observed on a Monday, said Monday shall be a paid holiday.

Article 15 Unpaid Leaves

A leave of absence is an unpaid, excused absence approved in advanced by the employees immediate supervisor, department head, division director and the Human Resource Department. Employees on a leave of absence shall receive no pay from the City.

Request for leave of absence shall be documented for approval on a personnel action form. The City shall have no obligation to grant unpaid leave of absences, but will endeavor to do so where reasonable and consistent with its operational needs.

Failure on the part of an employee on a leave of absence to report at its expiration, shall be cause for termination of employment.

An employee on a leave of absence should not accept employment or conduct a business unless the activity was previously approved by the Human Resource Department.

Employees who are absent because of non-occupational illness or disability may be granted unpaid leave of absence after the expiration of all benefits, earned time and sick pool leave to which the employee is entitled.

Employees shall not be entitled to bereavement leave pay or holiday pay while on an unpaid leave of absence.

Earned time benefits will not accrue for the employee on an unpaid leave.

Payment of Health, Dental and Life Insurance Benefits While on Unpaid Leaves

During a leave of absence for personal illness, the City will continue to pay its portion of health, dental and life insurance premiums, for up to six (6) months. The employee will continue to pay their portion of the premiums during that period, and thereafter shall pay 100% of the cost to continue coverage.

Payment of group insurance premiums during a leave of absence must be arranged in advance with the Human Resource Department and the Risk Management Department.

Article 16 Bereavement Leave

The City permits absence from scheduled work with pay necessitated by death in your immediate family, up to a maximum of three (3) regularly scheduled workdays at their straight time rate of pay per occurrence.

The immediate family includes the employee's spouse or domestic partner and the following relatives of the employee, employee's spouse or employee's domestic partner: children, step-children, brother, step-brother, sister, step-sister, parents, step-parents, grandparents, grandchildren, daughter-in-law, son-in-law. The term child includes the loss of the fetus after the second trimester of the pregnancy.

The City permits absence from scheduled work with pay necessitated by death of an employee or employee's spouse's or domestic partner's aunt or uncle, niece or nephew or the loss of a fetus

after the first trimester of the pregnancy, for one (1) regularly scheduled workday at their straight time rate of pay per occurrence.

Employees may be required to submit official notice or medical verification to substantiate the bereavement leave request.

Employees on a scheduled leave of absence are not eligible for bereavement leave pay.

In the event the death for which leave is taken occurs during use of Earned Time, in accordance with Article 41, and the employee desires to take bereavement leave during that period of the usage of Earned Time, the bereavement time taken during the use of Earned Time shall not be charged against the employee's Earned Time accruals.

Article 17

[Deleted]

Article 18 Jury Duty Pay

All persons covered under this agreement which are called upon to serve as a juror will be paid the difference between the fee received for such service and the amount of straight time earnings lost due to the jury duty.

Article 19 Workers' Compensation

Workers' compensation shall be provided by the City with coverage as specified in legislation of the State of New Hampshire.

In the event an employee is injured on the job and is collecting workers' compensation, the City agrees to:

- 1 pay the employee each week, the payment will include the difference between the amount they are paid under Worker's Compensation and the amount of the employee's pay for their regularly scheduled work week as in effect at the time of the injury.
- 2 make such supplemental payments for as long as the employee is disabled, but in no case longer than six (6) months from the date of injury.
- 3 continue to accumulate all benefits [earned time] during the period in which the employee is out on Workers' Compensation, up to six (6) months from the date of injury.

An employee injured while on the job and absent because of such injury shall be paid by the City for the full day which the injury occurred.

Article 20 Tuition Reimbursement

The City shall continue to maintain the existing "tuition account" as a combined account for Professional and Clerical/Technical employees covered under their respective collective bargaining agreements with UAW Local 2232. Funds that are not used in any year will remain available in subsequent years until spent. Tuition reimbursement will be available to employees who are laid-off but have received approval for and commenced taking a course prior to their layoff. The tuition monies will be administered by the Human Resource Department. Funds will be disbursed on a first come, first served basis.

On July 1, 2012 and July 1, 2013 July 1, 2014, July 1, 2015, and July 1, 2016, the City shall contribute the sum of ten thousand dollars (\$10,000.00) to the above-described "tuition account".

In addition, if on June 30, 2013 2015, 2016, or 2017, there are no remaining funds in the tuition account and there are Professional or Clerical/Technical employees who have not received any funding from the tuition account in that fiscal year, and who are eligible for reimbursement for work-related courses, degrees, or certificate programs, then each fiscal year the City shall pay up to three thousand dollars (\$3,000.00) for said reimbursement.

In addition, if on June 30, 2014, there are no remaining funds in the tuition account and there are Professional or Clerical/Technical employees who have not received any funding from the tuition account in that fiscal year, and who are eligible for reimbursement for work related courses, degrees, or certificate programs, then the City-shall pay up to three thousand dellars (\$3,000.00) for said-reimbursement.

Reimbursement is as follows:

Seventy five percent (75%) for courses taken in a work related degree or certificate program, Seventy five percent (75%) for work related courses, and

Fifty percent (50%) for courses taken in a non-work related degree or certificate program, and Fifty percent (50%) for "other" courses, non-work related, non-degree provisions pursuant to the following:

Forms for the "other" courses must be submitted to the Human Resource Department by June 1st of each year. Monies will be disbursed on a first come first served basis and as funds permit. No monies for "other" courses will be disbursed prior to June 1st of each year.

Reimbursement eligibility is in the order set forth above to the limit of available funds. All courses must be approved in advance by the Human Resources Department in order to be eligible for reimbursement. Any single individual employee may utilize up to fifteen percent of the total tuition account per fiscal year. However, if such an employee would be entitled to

additional reimbursement but for this limit, and there is any money remaining in the tuition account at the end of the fiscal year, said employee can request additional reimbursement. The Human Resources Department will develop such administrative policies and forms as may be needed from time to time to efficiently administer this program.

Reimbursement is subject to the following:

Students enrolled in a bachelors degree, associates degree or certificate programs and students taking non work related courses must achieve a "C" or better in the course to be reimbursed.

Students enrolled in graduate studies must achieve a "B" or better in the course to be reimbursed.

Students enrolled in "other" courses, including courses without grades, must show documentation of completion of the course.

Mandatory Courses

Courses required to be taken by the City of Nashua, shall be reimbursed at one hundred percent of all tuition, lab, registration and related expenses. The City shall fund all expenses separate of the "tuition account" described above.

At-the-same-time-as-the-start of employee payroll-deductions-for-increased-health-insurance contribution-amounts-duo retroactively, the-parties-agree that \$64,985.00 (reflecting the-tuition account-balance on May 1, 2012) shall-be deducted from the tuition-account-and-used-towards a one-time-prorated (based on-type of plan)-employee credit to partially offset those increased health-insurance contribution amounts due retroactively, as further described in Article 23, Health-Care:

Article 21 Alternative Schedules

Employees shall ordinarily work five (5) eight (8) hour days per week as scheduled during normal city business hours by management. Employees may request alternative schedules. In the event that City operations warrant, management may establish alternative schedules. If alternative schedules are not established for all employees performing the same duties, those employees concerned may select the schedule they prefer on the basis of seniority up to the number of employees to be assigned the alternative schedule.

Article 22 Long Term Disability (LTD)

Full time employees and part time employees working twenty (20) or more hours per week who are covered by this agreement and who have been employed by the City for one (1) year on an uninterrupted basis except by reason of layoff, on the job injury or approved leave of absence, shall be covered for long term disability under a policy of insurance, the premium for which is to

be fully paid by the City, subject to such eligibility requirements and other terms and conditions as the carrier may establish. The City reserves the right to change long term disability insurers to another commercially available program having overall comparability of coverage to that currently in effect on the date of execution hereof, or to self insure said coverage. Employees are encouraged to maintain adequate earned time balances to cover the elimination period for the long term disability benefit in the event a claim is made.

Article 22A Short Term Disability (STD)

The City of Nashua will offer Short Term Disability coverage to all employees covered under this CBA. Participation in this program will be completely optional and funded entirely at the employee's expense.

The City of Nashua will provide administrative support in maintaining this program, similar to what is currently offered to DPW employees.

Article 23 Health Insurance

The City shall provide, subject to the provisions of this article, upon request of an eligible member of the bargaining unit, the amount of the premium specified below for an individual, two person, or family plan, of one of the following:

- (a) Point-of-Service-Plan with benefits comparable to those currently provided;
- (b) HMO Plan with benefits comparable to those currently provided; or
- (c) The city may make additional plans available to members with benefit levels and premium cost sharing determined by the city in its sole discretion.

The option of the health care plan is at the sole discretion of the City. It is agreed by all parties concerned that the city reserves and shall have the right to change insurance carriers provided the benefits to participants are comparable and the city elects the least expensive plan available to provide such benefits.

Should the City determine that it is in the best interests of the City to offer a "comparable" plan to either option "a" or "b", it shall provide at least one hundred twenty (120) days prior written notice to the Union and documentation of the cost to members and the benefits that will be provided under the comparable plan. Should the Union determine that the proposed plan is not comparable, the grievance shall not be subject to the grievance procedure and shall be submitted directly for arbitration no later than thirty (30) days after the Union is notified of the proposed change to the comparable plan. The grievance shall be heard in an expedited manner. The decision of the arbitrator shall be binding on both parties.

Comparable Plan Definition: For the purposes of this Article, a comparable plan means no additional out-of-pocket increases to employees and no reduction in current benefits. In addition, the plan must provide reasonable access to health services and physicians, including specialists and hospitals.

For the duration of this Agreement, either party to the Agreement may request that a joint labor/management committee be convened to consider the performance of the aforementioned plans and any changes thereto.

Effective January 1, 2008: For eligible members, the City shall contribute 80% of the premium for option (a) and 90% of the premium for option (b). The City shall contribute toward the premium of the city indemnity plan the same dollar amount it contributes toward the premium of option (a).

Effective October 1, 2011: For eligible members, the City shall contribute 70% of the premium for option (a) and 80% of the premium for option (b).

The amount of increased health insurance contributions due retroactively may be paid through payroll deductions spread over the duration of this collective bargaining agreement.

Effective 30 days after final approval of the cost items of this collective bargaining agreement, all plans offered by the City shall have the following features:

- (a) Twenty Dollars (\$20.00) co-pay per medical visit;
- (b) One Hundred Dollars (\$100.00) co-pay per emergency room visit;
- (c) Two Hundred and Fifty Dollars (\$250.00) per person, Five Hundred Dollars (\$500.00) per two-person or family inpatient/outpatient facility deductible; and
- (d) Three tier pharmacy benefit of \$5/\$15/\$35 (\$5/\$30/\$70 mail order)

Any eligible member of the bargaining unit requesting initial membership in a plan may enter during a specified enrollment period. Any eligible member desiring to select a different plan may make such a change only during the annual enrollment period. Eligible members moving into or out of a HMO or Point-of-Service Plan service area may change plans within a specified period after such move to the extent permitted by the plans.

ANNUAL AUDIT: The City of Nashua hereby agrees to conduct a yearly loss ratio analysis of all Health Insurance plans offered to employees and return all employee overpayments in the form of a Health Insurance Premium Holiday at the completion of the analysis.

Regular part time employees working a minimum of 20 hours per week are covered by the provisions of this article 23 on a pro rata basis. The proration is based on the ratio the employee's regular weekly work hours are to 40 hours. The proration applies to the City's premium contribution.

Concurrent with the start of employee payroll deductions for increased health insurance contribution—amounts due retroactively, the City-shall-give a one-time prorated (based on type of insurance plan) employee orodit to partially offset those increased health-insurance contribution amounts due retroactively, as follows:

- For employees currently enrolled in a one person health insurance plan:	-\$340.16
- For employees currently enrolled in a two person-health-insurance plan:	\$682.15

- For employees currently enrolled in a family health insurance plan: \$912.20

Regular-part-time employees working a minimum of 20 hours per week shall-receive these amounts on a pro-rata basis, with the proration-based on the ratio of the employee's regular weekly work-hours to 40 hours.

Article 24 Dental Insurance

The City shall pay one hundred (100%) percent of the premium of a two person plan dental insurance program such as Delta Dental, currently in effect on the date of execution hereof. The City reserves the right to change insurance carriers or plans, or to self insure the same. Such new plans shall offer benefits commercially available in the market and shall have overall comparability of coverage to the above referenced plans to the extent said coverages are commercially available.

Regular part time employees working a minimum of 20 hours per week are covered by the provisions of this article 24 on a pro rate basis. The proration is based on the ratio the employee's regular weekly work hours are to 40 hours. The proration applies to the City's premium contribution.

Article 25 Life Insurance

The City agrees to pay one hundred percent (100%) of the premium cost of a Basic Life Insurance and AD&D for full time employees and part time employees working twenty (20) or more hours per week only, in an amount equal to one and one half (1.5) the employee's annual straight time wages, rounded to the nearest thousand dollars. Employees may purchase at their expense optional life insurance in denominations of up to three times their basic amount to a maximum of three hundred thousand (\$300,000) total, basic and optional combined, subject to any eligibility or other rules prescribed by the insurer. The City reserves the right to change life insurance providers.

Article 26 Dependent Care Assistant Program

Employees with dependents may be eligible for the Dependent Care Assistant Program as authorized by the Federal Government. The program allows a city employee up to a \$5,000 a year deduction from earnings without taxes [Federal, FICA] to be used for dependent care. The City agrees to maintain this program in effect during this agreement so long as the same remains authorized in its present form by the Internal Revenue Code. Compliance with the Internal Revenue Code and any and all liability for taxation are the sole responsibility of the employee.

Article 27 Pay Period

The pay period will run from Sunday through Saturday, and all employees covered under this agreement shall be paid on a weekly basis, Thursday of each week, unless a holiday falls on such day, in which case pay day will be the day prior.

Article 28 Retirement System

Employees covered under this agreement shall join the New Hampshire Retirement System, if and when eligible to do so, in accordance with the rules of that system, unless they are employees of the Department Division of Public Works. Department Division of Public Works employees shall join the Department Division of Public Works retirement system, if and when eligible to do so, in accordance with the rules of that system. The City and the employees agree to comply with all rules and regulations of the pertinent system, including contribution rates, as established from time to time. If entry requirements for the DPW system are lawfully modified this article will be modified to reflect such a lawful change.

In the event that the city employees represented by AFSCME opt to change their pension plan for new hires to join the state plan, or if the current DPW system is changed [for new hires] by ordinance, the Union agrees to meet with the City and discuss implementation of the said changes.

Article 29 Military Service

Any full time employee covered under this Agreement who leaves to enter directly into involuntary active service in the Armed Forces of the United States is granted a military leave of absence for the anticipated length of service. A Military leave of absence entitles an employee to be reinstated to the position held, or one similar in pay and status, so long as the employee provides notice of his/her desire to resume such employment within thirty (30) days of discharge from the armed forces and the employee accepts such discharge at the earliest possible date.

Article 30 Military Reserve and National Guard Pay

Any full time employee covered under this Agreement called to serve not more than a seventeen (17) day annual training tour of duty with the National Guard or Armed Forces Reserves will be paid the difference between his or her pay for such government service and the amount of straight time earnings lost by the employee by reason of such service, based on the employee's regularly scheduled straight time rate. Such payments are to be made following the showing of satisfactory evidence of the amount of pay received for such service.

An employee covered under this Agreement called to serve duty with the National Guard or Armed Forces Reserves in the time of war or national conflict will be paid the difference between his or her pay for such government service and the amount of straight time earnings lost by the employee by reason of such service, based on the employee's regularly scheduled straight time rate. Such payments are to be made following the showing of satisfactory evidence of the amount of pay received for such service.

Article 31 Deferred Compensation

The City will continue to offer a deferred compensation plan to all employees covered under this contract during the term hereof so long as it is authorized to do so in the present manner under the Internal Revenue Code. Deferred compensation allows the employee to defer income and the associated taxes from their paycheck, until they receive the money sometime after retirement. Compliance with the Internal Revenue Code and any and all liability for taxation are the sole responsibility of the employee.

Article 32 Mileage Reimbursement

Use of City owned vehicles

If you are assigned a City-owned vehicle and are allowed to take the vehicle home at night and on weekends, the Internal Revenue Service has ruled that the personal use of the city owned vehicle, that is commuting back and forth to work and any other non-work use, is subject to federal withholding and social security tax, where applicable. This rule does not apply to emergency vehicles specifically police and fire vehicles.

The deductions therefore will be made weekly, based on an annual evaluation of the value of the personal use of the vehicle. The personal use value shall be as required by the Internal Revenue Code and Regulations.

The multiplier used to determine the employees deduction shall be the current Internal Revenue Service mileage reimbursement rate.

Mileage reimbursement

If by nature of your job description you are required to use your privately owned vehicle you shall be reimbursed at the current city mileage reimbursement rate or the current Internal Revenue Service mileage reimbursement rate, whichever is higher. Requests for reimbursements must be submitted within 30 days of the date the mileage was incurred. The City will provide AFR10 mileage log books or a mutually agreeable substitute log book for recording mileage.

All employees who, at the date of the signing of this collective bargaining agreement, currently use their privately owned vehicle, shall be allowed to continue to do so through the remainder of this collective bargaining agreement.

Article 33 Travel

Occasionally employees travel as part of their duties. When the need for travel occurs the City shall pay all cost related to the travel consistent with the City's travel policy. Cost shall include, but not be limited to: transportation cost [plane, train, automobile rental [if required], automobile at the prescribed mileage rate, etc.], meals including tax and tip, lodging [including all taxes and a five (5) minute phone call home each night] and other reasonably related miscellaneous expenses.

Travel mileage payments shall be computed by the Financial Reporting Office in accordance with the approved travel tables prepared by the New Hampshire Department of Transportation and Rand McNally.

Article 34 Personnel File

Every employee covered under this Agreement shall be entitled to access to supervisory records and reports of competence, personal character and efficiency, along with all other information maintained in their official personnel file. The City shall allow the employee access to their file within twenty four (24) hours notice. Upon request the City shall copy the file for the employee. Subsequent copies will be made at cost.

Article 35 Protective Clothing

The City shall provide employees with all legally required protective clothing at City expense. The City will, in its reasonable discretion, provide protective clothing and equipment to employees performing operations in departments where it determines that such clothing and equipment will enhance employee safety or comfort.

In addition, the City will provide employees with a clothing allowance adequate to purchase four (4) sets of uniforms per year in departments where uniforms are required.

Article 36 Performance Evaluations

Performance evaluations shall be completed annually by the employees direct supervisor on or about June 30th of each year. The employee will not be required to sign said evaluation until such a time as all reviewing persons have had a chance to comment.

The City and the Union (both UAW units) shall form a six (6) person committee made up of three (3) Union members (with at least one member from each UAW unit) and three (3) City (management) members. This committee shall review the existing employee evaluation forms, which shall be used in the interim. Any recommendations by a majority of the committee on changes to the evaluation form shall be implemented for the following evaluation year.

Article 37 Wages

Effective July 1, 2011, increase the compensation grid by 0.5%, with all employees on the grid receiving the corresponding increase as of July 1, 2011 or date of hire, whichever is later. Only employees who are active employees on the date when cost items receive final approval are eligible to receive this increase.

Effective July 1, 2012, increase the compensation grid by 1.0%, with all employees on the grid receiving the corresponding increase as of July 1, 2012 or date of hire, whichever is later.

Eligible-employees-who receive a satisfactory job evaluation on June 30, 2013 will-receive a one step-increase on July 1, 2013.

Employees hired on or before August 31, 2014 in grades 5 and higher shall use the compensation grids in Appendix D.

Employees hired after August 31, 2014 and all employees in grades 1-4 shall use the compensation grids in Appendix D-1.

Eligible employees who received a satisfactory job evaluation on June 30, 2014 will receive a one step increase on July 1, 2014. Only employees who are active employees on the date when cost items receive final approval are eligible to receive this increase.

Effective July 1, 2014, increase the compensation grids by 0.75%, with all employees on the grids receiving the corresponding increase as of July 1, 2014 or date of hire, whichever is later. Only employees who are active employees on the date when cost items receive final approval are eligible to receive this increase.

Effective July 1, 2014, remove the lowest step from all grades on the compensation grids and add one additional step at the top of all grades on the compensation grids with a 2% increase from the prior step.

Eligible employees who receive a satisfactory job evaluation on June 30, 2015 will receive a one step increase on July 1, 2015.

Effective July 1, 2015, remove the lowest step from all grades on the compensation grids and add one additional step at the top of all grades on the compensation grids with a 2% increase from the prior step.

Eligible employees who receive a satisfactory job evaluation on June 30, 2016 will receive a one step increase on July 1, 2016.

Effective July 1, 2016, remove the lowest step from all grades on the compensation grids and add one additional step at the top of all grades on the compensation grids with a 2% increase from the prior step.

Effective September 1, 2016, increase the compensation grids by 0.75%, with all employees on the grids receiving the corresponding increase as of September 1, 2016 or date of hire, whichever is later.

The parties agree that the increases to the grids are cost of living increases and that only the steps on the resulting grids constitute part of a pay plan under RSA 273-A:12, VII.

In the event that an employee has not completed a satisfactory evaluation on June 30 of a fiscal year, the supervisor may, at his or her discretion, extend the employee's evaluation period for a period not to exceed 3 months. At the completion of that period, the supervisor will conduct an evaluation to determine if the employee has completed the goals for which he or she is being evaluated. If the employee then receives a satisfactory evaluation, he or she will be eligible to receive the step raise.

In the event that an employee is reclassified to a higher position within the bargaining unit, he or she will be eligible to receive the step raise regardless of the effective date of the reclassification.

Any newly hired employee or any employee promoted on or before December 31 of any calendar year will be eligible for a step raise provided that they receive a satisfactory performance evaluation for that evaluation period.

A list of initial grade assignments is attached as Appendix E. It is agreed that, during the term of this agreement, new positions may be created or grade assignments may change due to reclassifications. The City will pay the employee based on the new grade assignment.

Provision applicable to the FY2012-FY2014 contract:

If any city bargaining unit receives a more favorable wage package, the Union may open the wage portion of this agreement for renegotiation.

Article 38 Parking Garage

All employees covered under this Agreement shall be allowed to park at no cost to the employee in any City owned or leased lot or garage while on city business.

The City will make parking passes available to all employees covered under this Agreement, to be used for travel to City Hall and other City locations on City business.

City Hall parking will be allowed in the Elm Street Parking Garage on the second level beyond the open gate or on the upper levels.

Article 39 Bulletin Boards/Mail

Bulletin Boards

The City agrees to provide space for suitable bulletin boards in convenient places in each work area, to be used by the Union. The Union shall limit its posting of notices and bulletins to each bulletin board. Posted materials and notices shall pertain only to union business. The Union agrees to maintain such bulletin boards in a neat and orderly condition.

Mail/Email

Officers or officials of the Union shall have the right to reasonable use of the City's in-house mail/email service for correspondence related to grievances or union membership notifications.

Article 40 Disciplinary Procedures

- A. It is agreed that the City has the right to discipline or discharge employees for just cause. Discipline shall be corrective in its nature and ordinarily utilized progressively. Disciplinary actions shall normally follow the order below:
 - 1. Verbal warnings
 - 2. Written warnings
 - 3. Suspensions without pay
 - 4. Discharges

Demotion may be used for disciplinary purposes in appropriate instances. In the event of suspension, demotion, or discharge, the reasons for the action taken will be given in writing to the employee within 24 hours.

It is understood that the severity of any particular infraction may warrant deviation from the aforementioned steps.

- B. Any employee disciplined or discharged shall, be entitled to the provisions of the Grievance Procedure, and will be allowed a representative of their choosing. If requested in writing by the employee, a hearing must be held with the Union, Division Director and the Human Resource Manager within seven (7) calendar days of the disciplinary action or discharge.
- C. Provided that the employee has not had recurrence of discipline within the specified period, written warnings will be removed from the employee's personnel file after twelve (12) months and all suspension shall be removed within two (2) years. The prior unexpired discipline is carried during the period of any subsequent equal or greater discipline.

Article 41 Earned Time

Generally:

Earned Time is an alternative approach to the traditional manner of covering absence for vacation, personal leave days, sick leave, and other types of leave. Instead of dividing benefits into a specific number of days for each benefit, earned time amalgamates these days, into a single benefit. Earned Time can be used for a variety of purposes including a payment in cash at the time of termination, but only as provided in this Article. Earned Time is accrued for any month in which an employee has been employed at least fifteen (15) calendar days, beginning the first day of any month. Paid leave and absences for jury or military reserve duty are considered time worked for Earned Time accrual purposes. While an employee will earn Earned Time days during his or her probationary period, he or she cannot take Earned Time until they have completed ninety (90) calendar days of employment with the City. If an employee leaves City employment before they have worked ninety (90) days, they will not be paid for any accrued Earned Time.

Coverage:

Employees who are employed in a position at least (20) hours per week are eligible to earn Earned Time. Part time employees, those working less than 40 hours, accrue earned time on a pro-rated basis. The accrual rates for full time employees are as follows:

Bargaining unit members employed by the city on June 30, 2009 shall continue to accrue Earned Time on the following schedule:

Years of Service	Days Accrued per Month	Total Annual Days
less than 5 years	2.25	27.0
5 to less than 10 years	2.50	30.0
10 to less than 15 years	3.00	36.0
15 years to less than 20 years	3.25	39.0
20 or more years	3.50	42.0
30 or more years	3.75	45.0

Bargaining unit members hired after June 30, 2009 shall accrue Earned Time on the following schedule:

Years of Service	Days Accrued per Month	Total Annual Days
less than 5 years	2.25	27.0
5 to less than 10 years	2.50	30.0
10 or more years	3.00	36.0

Years of service means continuous length of service with the City in accordance with Article 10, Seniority.

Breaks in Service:

In the event of reemployment after a break in service, as defined in Article 10, not exceeding 2 years, the employee shall accrue earned time as if that break in service had not occurred.

Usage:

All use of earned time shall be arranged in advance by the employee, and approved by his/her supervisor prior to the date of absence, except as provided in this paragraph. Earned Time days/hours may be used after being accrued. Earned Time is ordinarily used at the rate of one day of Earned Time for each day of absence. Employees presenting a request to use earned time less than 18 hours before the earned time use is to begin shall use earned time at the rate of 1 1/4 days of earned time for each day of absence. This special rule will not apply to the first seven (7) occurrences in any calendar year. Earned time shall be used in increments of hours under the FLSA. An occurrence shall be defined as the use of two (2) or more hours of Earned Time without the 18 hour prior notification. Notification may take place in person or via email or voice mail. When an employee calls in sick and subsequently remains ill for additional days, the employee shall only be charged 1 ¼ day of Earned Time for the first day of the illness. Should the illness extend for longer than a three-day period, the employee may be required to present a doctor's certificate or other evidence satisfactory to the city. Said certificate shall state that the employee was unable to work due to illness.

Termination of Employment and/or Voluntary Quit:

In the event of termination of employment, 100% of the terminated employee's earned time balance will be paid to him/her. In the event of termination due to layoff, 100% of the terminated employee's earned time balance will be paid to him/her. The employee may elect to defer payment for up to two years in anticipation of possible recall.

Retirement:

One hundred percent (100%) of any employee's unused Earned Time balance will be paid at retirement. "Retirement" shall be defined by the New Hampshire Retirement System or by Ordinance pertinent to the Board of Public Works Retirement System, as may be appropriate.

Maximum Accruals:

Earned Time accumulation shall not exceed sixty (60) days and total Earned Time days and Sick Leave Pool days combined shall not exceed one hundred forty-four (144) days in the aggregate. Balance in excess of these accruals shall be lost.

Staffing Considerations:

The parties expressly agree that all leave usage shall be affected in a manner consistent with the staffing and operational needs of the City so that services are efficiently provided to the Nashua Community. The parties agree to work cooperatively to achieve this goal. Abuse of the benefits conferred in these articles may be grounds for discipline.

Article 42 Individualized Sick Leave Pools

Generally:

The sick leave pool is intended to provide security by allowing each employee to provide for extended illness, or other disability of the employee, or for the care of a sick family member, consisting of the following: employee's spouse, children, brother, sister, parents, or grandparents. The term spouse shall include domestic partner. When acquiring Pool days, employees convert Earned Time days on a one to one and one half (1 to 1 1/2) Sick Pool days basis. The employee may pick a given number of Earned Time days to exchange for Sick Pool days. This conversion is available annually in the employee's anniversary month. All Sick Pool conversion and usages is governed by this Article.

Sick Pool days are available for use only under the conditions listed below:

- 1. Use of Sick Pool days must begin on or after the fifth consecutive work day absence caused by illness, injury, or other disability certified in writing to the City by a physician.
- 2. The employee may continue using Sick Pool days until Sick Pool balance is zero at which point the employee may elect to use any remaining Earned Time.
- 3. Care of chronically ill relative or friend, or maternity/paternity leave, but only if the need for such leave is documented by a physician to the satisfaction of the City.

4. Doctor's reports may be required by the City at any time. Sick Pool leave may be denied by the City in the event that physician's certifications are not provided by the employee in accordance with this Article.

Maximum Balances:

No employee's Sick Pool balance shall exceed forty (40) days. A balance of up to ninety (90) days may result from initial conversion by employees of the City so employed on the date of execution of this agreement. No additional Earned Time days may be added or converted to the Individualized Sick Pool Leave until balance of that account is below 38.5 days.

Retirement:

Employees retiring from the City service shall be paid at their current straight time or salary rate for their Sick Pool balances, but shall not be paid therefore in the event of termination or resignation.

Article 43 Professional Affiliations/Licensing

The City shall bear the cost of all licenses and/or certifications required by various regulatory agencies [local, state and federal] to maintain the employees qualifications.

Article 44 Safety Committees

Two safety committees, each consisting of an equal number of union and management members, shall be formed to evaluate various safety issues and concerns. One safety committee shall consist of UAW Department of Public Works Employees and other UAW employees who perform significant work outside of City offices. The other safety committee shall consist of UAW employees who primarily perform office work. The committees shall make recommendations for implementation. The City shall provide information to the committee as requested, and shall provide the necessary clerical and/or administrative assistance as needed.

Article 45 Union Business Leave

There shall be a total of twenty (20) days of unpaid Union Business Leave per fiscal year for each UAW unit, which may be used by employees for participating in Union activities. Elected Officials and Unit Chairs may be granted unpaid leaves of absence for Union Business Leave not to exceed a collective total of an additional ten (10) working days per fiscal year for each UAW unit. No employee shall take more than 10 days of Union Business Leave unless mutually agreed by the parties. Requests for leave must be made by the individual to the supervisor, with the Union's approval, reasonably in advance of the use of the Union Business Leave to allow for appropriate coverage of operations. The City shall have the right to deny requests for Union Business Leave in

the event granting such leave would result in an adverse impact on operations, however, such requests shall not be unreasonably denied.

When elected officials and unit chairs use paid time for union business, including contract administration, adjusting grievances, meeting with new employees and consultation with management, they will report the time that they commence and the time that they finish that union business to their supervisor.

Article 46 Working out of Classification

An alternate rate equal to twenty cents (\$0.20) per hour less than the current regular rate paid for the alternate position will be paid to bargaining unit employees that have been assigned to work in a classification higher than the employee's regular classification, provided that the employee has worked a minimum of four (4) hours in any one (1) calendar day for an accumulated period of forty (40) hours within a twenty-four (24) month period. Once the employee meets the minimum requirements, then they shall remain eligible for the alternative rate indefinitely.

Article 47 Duration of Agreement

This Agreement between the Union and the City shall commence as of July 1, 201114, and terminate at midnight on June 30, 201417. A party desiring to negotiate a successor agreement hereto shall give notice to the other party at least 180 days in advance of the expiration date hereof, otherwise this agreement shall be renewed for a period of one year without change. If such notice is given, the parties shall negotiate a successor agreement in good faith, in advance of the expiration hereof if possible, and if said successor agreement has not been concluded by the expiration hereof, the parties shall abide by the terms and conditions hereof thereafter to the extent required by law.

AGREED to by and between the parties at of their duly authorized representatives, set			
FOR THE CITY OF NASHUA	FOR U.A.W. 223	32 PROFESSION	AL UNIT
			_
Donnalee Lozeau, Mayor			
NASHUA BOARD OF PUBLIC WORI	KS		
Donnalee Lozeau, Chair			
NASHUA BOARD OF FIRE COMMIS	SSIONERS		
Chair			
Approved as to form:			
Corporation Counsel			

APPENDIX A AMENDED CERTIFICATION OF UNIT



State of New Hampshire PUBLIC EMPLOYEE LABOR RELATIONS BOARD

International Union – UAW, Local 2232 (Professional Unit) and City of Nashua Case No. G-0043-5 Decision No. 2014-194

MODIFICATION ORDER

Pursuant to RSA 273-A and PELRB Decision No. 2014-193 the composition of the bargaining unit represented by the International Union – UAW, Local 2232 for purposes of collective negotiations and settlement of grievances, is as follows:

Unit: Recreation Supervisor, Assistant City Engineer, System Resource Manager 1, Code Official, Recycling Coordinator, Plans Examiner, Laboratory Supervisor, Senior Chemist, Environmental Chemist, Analytical Chemist, Deputy Planning Manager, Development, Planner II, Planner III, Contracts Specialist, Deputy Manager, Urban Programs, Zoning, Network Administrator, Support Specialist, Technical Specialist, Enforcement Prosecutor, Downtown Specialist, Accountant II, Accountant III, Recreation Coordinator, CSO Contract Administrator, Agronomist, Safety/Loss Prevention Analyst, Purchasing Agent II, GIS Technician, Grant Management Specialist, WWT Business Coordinator, Street Dept. Business Coordinator, Park & Recreation Business Coordinator, Business Coordinator Landfill, Community Development Business Coordinator, Supervisor, Data Management/Customer Support, System Specialist II, Systems Specialist/Web Analyst, Systems Administrator/Database Administrator, Network Analyst, Deputy Voter Registration/Customer Service Supervisor, Revenue Coordinator, Appraiser I, Appraiser II, Appraiser III, Executive Assistant/Business Coordinator, Systems Specialist/SQL Administrator, Transit Marketing Coordinator, Transit Fleet and Facilities Supervisor, and Construction Engineer Assistant

The above named public employer shall negotiate with the exclusive representative named herein on terms and conditions of employment for the members of the bargaining unit, as herein described, and shall recognize the right of the exclusive representative to represent employees in the settlement of grievances.

So ordered.

Date: 8-14-2014

Douglas I. Higersoll, Eq.

Executive Director /Presiding Officer

Distribution: Kevin Boutin, President UAW Local 2232 Barbara Hill, H.R. Director

APPENDIX B

UNION MEMBERSHIP AND DUES FORM

Insert current union membership and dues form.

APPENDIX C

GRIEVANCE FORM

Insert union grievance form (can I get a new blank copy of one; the one we have been using has been copied and scanned so many times it's in bad shape)

APPENDIX D<u>AND D-1</u> WAGE GRIDS

		ep	_		_																						
Grade	_	4	5	6	7	В	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27		Grade Average
11	'	34,730				37,690		39,264		40,904	41,751		43,493		45,310		47,141	48,082		50,026	51,026	52,047		54,150		56,337	
			2.06%	2 07%	2.07%	2.07%	2.07%	2.07%	2.07%	2.06%	2.07%	2.06%	2.07%	2.07%	2.07%	2.00%	2.00%	2.00%	2.00%		2.00%	2.00%	2.00%	2.00%	2.00%	2 00%	2.04%
12	" -	35,762	36,640	37,540		39,407	40,375	41,367	42,382	43,421	44,489	45,581	46,701	47,847	49,023	50,002	51,002	51,022		54,125	55,208	56.312	57,438		59,758	60,954	
	٠,		2.45%	2.46%	2.46%	2.46%	2.46%	2.46%	2.45%	2.45%	2.46%	2.45%	2.46%	2.45%	2.46%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.25%
13	³L-	41,140	41,991	42,859	43,745	44,649	45,572	46,513	47,475	48,455	49,458	50,480	51,525	52,590	53,677	54,750	55,844	56,960	58,099	59,263	60,447	61,656	62,889	64,147	65,430	66,739	
	-		2.07%	2.07%	2.07%	2.07%	2.07%	2.07%	2.07%	2.06%	2.07%	2.07%	2.07%	2.07%	2.07%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.04%
14	⁴∟	45,098	46,029	46,979	47,951	48,943	49,955	50,986	52,040	53,116	54,215	55,335	56,479	57,645	58,839	60,013	61,215	62,429	63,688	64,962	66,262	67,587	68,939	70,318	71,724	73,159	
	_		2.06%	2.06%	2.07%	2.07%	2.07%	2.06%	2.07%	2.07%	2.07%	2.06%	2.07%	2.07%	2.07%	2.00%	2.00%	1.98%	2.02%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.04%
19	4	49,587	50,612	51,658	52,726	53,816	54,928	56,065	57,223	58,408	59,616	60,949	62,107	63,391	64,702	65,996	67,316	68,663	70,035	71,436		74,323	75,809		78,872		
			2.07%	2.07%	2.07%	2.07%	2.07%	2.07%	2.07%	2.07%	2.07%	2.07%	2.07%	2.07%	2.07%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.04%
10	டி	54,798	55,930	57,086	58,268	59,471	60,701	61,958	63,239	64,548	65,881	67,245	68,634	70,053	71,503	72,933	74,391	75,879	77,398	78,947	80,525	82,136	83,779	85,455	87,164	88,907	
		_	2.07%	2 07%	2.07%	2.06%	2.07%	2.07%	2.07%	2.07%	2.07%	2.07%	2 07%	2.07%	2.07%	2.00%	2.00%	2.00%	2.00%	2.00%	2 00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.04%
17	'L	60,801	62,059	63,342	64,650	65,987	67,351	68,743	70,163	71.612	73,083	74,604	76,148	77,721	79,327	80,913	82,532	84,183	85,866	87,583	89,335	91,123	92,945	94,804	96,700	98,634	
			2.07%	2.07%	2.06%	2.07%	2.07%	2.07%	2.07%	2.07%	2.05%	2.08%	2.07%	2.07%	2.07%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.04%
																											2.07% Grid Average
					UAW Profa	ssional Sals	ary Grid for i	FY2014		•	ucleste	0.00%															
	Sta	ap .																									
Grade	_	4	5	6	7		9	10	11	12	13	14	15	16	17	18	19		21	22	23	24	25	26	27		Grada Avarage
13	•∟	34,730		36,179		37,690	38,469		40,076		41,751		43,493		45,310		47,141			50,026	51,026		53,088		55,233		
	\perp		2.06%	2.07%	2,07%	2.07%	2.07%	2.07%	2.07%	2.06%	2.07%	2.06%	2.07%	2.07%	2.07%	2.00%	2.00%		2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.04%
1:	ŽL.	35,762		37,540	38,462	39,407	40,375	41,367	42,382		44,489	45,581	46,701	47,847	49,023	50,002	51,002	52,022		54,125	55,208	56,312	57,438		59,758	60,954	
			2.45%	2.46%	2.46%	2.46%	2.46%	2.46%	2.45%	2.45%	2.46%	2.45%	2.46%	2.45%	2.46%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.25%
13	3	41,140		42,859	43,745	44,649	45,572	46,513	47,475	48,455	49,458		51,525	52,590	53,677	54,750	55,844	56,960	58,099	59,263	60,447	61,656	62,889	64,147	65,430	66,739	
			2.07%	2.07%	2.07%	2 07%	2.07%	2.07%	2.07%	2.06%	2 07%	2.07%	2.07%	2.07%	2.07%	2.00%	2 00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.04%
14	4	45,098	46,029	46,979	47,951	48,943	49,955	50,986	52,040	53,116	54,215		56,479	57,645	58,839	60,013	61,215	62,429	63,688	64,962	66,262	67,587	68,939		71,724	73,159	
			2.06%	2.06%	2.07%	2.07%	2.07%	2.06%	2.07%	2.07%	2.07%	2.06%	2.07%	2.07%	2.07%	2.00%	2.00%	1.98%	2.02%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.04%
19	5 <u> </u>	49,587	50,612	51,658	52,726	53,816	54,928	56,065	57,223	58,408	59,616	60,849	62,107	63,391	64,702	65,996	67,316	68,663	70,035	71,436	72,865	74,323	75,809	77,326	78,872	80,449	
			2.07%	2.07%	2.07%	2.07%	2.07%	2.07%	2.07%	2.07%	2.07%	2.07%	2.07%	2.07%	2.07%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.04%
10	6	54,798	55,930	57,086	58,268	59,471		61,958	63,239	64,54B	65,881	67,245	68,634	70,053	71,503	72,933	74,391	75,879	77,398	78,947	80,525	82,136	83,779		87,164	88,907	
			2.07%	2.07%	2.07%	2.06%	2.07%	2.07%	2.07%	2.07%	2.07%	2.07%	2.07%	2.07%	2.07%	2.00%	2.00%	2.00%	2.00%	2.00%	2 00%	2,00%	2.00%	2.00%	2.00%	2.00%	2.04%
17	7	60,801	62,059	63,342	64,650	65,987	67,351	68,743	70,163	71,612	73,083	74,604	76,148	77,721	79,327	80,913	82,532	84,183	85,866	87,583	89,335	91,123	92,945	94,804	96,700	98,634	
			2.07%	2.07%	2.06%	2.07%	2.07%	2.07%	2.07%	2.07%	2.05%	2.08%	2.07%	2.07%	2.07%	2.00%	2.00%	2.00%	2.00%	2,00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.04%
																											2.07% Grid Average
					UAW Profe	ssional Sale	ary Grid for	FY2015			Increase	0.75%															
	Sta	ap _			UAW Profa	ssional Sale														_							
Grada	_	5	6	7		9	10	11	12	13	14	15	16	17	18	19	20		22	23	24	25	26		28		Grada Avarage
	_	ap 5 35,713		7 37,204	37,972	9 38,758	10 39,558	40,377	41,210	13 42,064	14 42,932	15 43,819	44,725		46,563	47,495	48,443	49,413	50,402	51,409	52,437	53,486	54,556	55,647	56,760	57,895	
	Έ	\$ 35,713	2.07%	7 37,204 2.07%	8 37,972 2.07%	9 38,758 2.07%	10 39,558 2.07%	11 40,377 2.07%	41,210 2.06%	13 42,064 2.07%	14 42,932 2.06%	15 43,819 2.07%	44,725 2.07%	2.07%	46,563 2.00%	47,495 2.00%	48,443 2.00%	49,413 2.00%	50,402 2,00%	51,409 2.00%	52,437 2.00%	53,486 2.00%	54,556 2.00%	55,647 2.00%	56,760 2.00%	57.895 2.00%	Grada Avarage 2.03%
	Έ	5	2.07% 37,822	7 37,204 2.07% 38,750	8 37,972 2.07% 39,703	38,758 2.07% 40,678	10 39,558 2.07% 41,677	40,377 2.07% 42,700	41.210 2.06% 43,747	13 42,064 2.07% 44,823	14 42,932 2.06% 45,923	43,819 2.07% 47,051	44,725 2.07% 48,206	2.07% 49,390	46,563 2.00% 50,377	47,495 2.00% 51,385	48,443 2.00% 52,413	49,413 2.00% 53,462	50,402 2,00% 54,531	51,409 2.00% 55,622	52,437 2.00% 56,734	53,486 2.00% 57,869	54,556 2.00% 59,026	55,647 2.00% 60,207	56,760 2.00% 61,411	57,895 2.00% 62,639	2.03%
	1	5 35,713 36,915	2.07 <u>%</u> 37,822 2.46%	7 37,204 2.07% 38,750 2.46%	8 37,972 2.07% 39,703 2.46%	9 38,758 2.07% 40,678 2.46%	10 39,558 2.07% 41,677 2.46%	11 40,377 2.07% 42,700 2.45%	41,210 2.06% 43,747 2.45%	13 42,064 2.07% 44,823 2.46%	14 42,932 2.06% 45,923 2.45%	43,819 2.07% 47,051 2.46%	44,725 2.07% 48,206 2.45%	2.07% 49,390 2.46%	46,563 2.00% 50,377 2.00%	47,495 2.00% 51,385 2.00%	48,443 2.00% 52,413 2.00%	49,413 2.00% 53,462 2.00%	50,402 2,00% 54,531 2,00%	51,409 2.00% 55,622 2.00%	\$2,437 2.00% \$6,734 2.00%	53,486 2.00% 57,869 2.00%	\$4,556 2.00% 59,026 2.00%	\$5,647 2.00% 60,207 2.00%	56,760 2.00% 61,411 2.00%	57,895 2.00% 62,639 2.00%	
	1	\$ 35,713	2.07% 37,822 2.46% 43,180	7 37,204 2.07% 38,750 2 46% 44,073	8 37,972 2.07% 39,703 2.46% 44,984	9 38,758 2.07% 40,678 2,46% 45,914	10 39,558 2.07% 41,677 2.46% 46,862	11 40,377 2.07% 42,700 2.45% 47,831	41,210 2.06% 43,747 2.45% 48,819	13 42,064 2.07% 44,823 2.46% 49,829	14 42,932 2.06% 45,923 2.45% 50,859	15 43,819 2.07% 47,051 2.46% 51,911	44,725 2.07% 48,206 2.45% 52,984	2.07% 49,390 2.46% 54,079	46,563 2.00% 50,377 2.00% 55,161	47,495 2.00% 51,385 2.00% 56,263	48,443 2,00% 52,413 2,00% 57,387	49,413 2.00% 53,462 2.00% 58,535	50,402 2,00% 54,531 2.00% 59,707	51,409 2.00% 55,622 2.00% 60,900	52,437 2.00% 56,734 2.00% 62,119	53,486 2.00% 57,869 2.00% 63,361	54,556 2.00% 59,026 2.00% 64,628	55,647 2.00% 60,207 2.00% 65,921	56,760 2.00% 61,411 2.00% 67,239	57,895 2.00% 62,639 2.00% 68,584	2.03%
	12	\$ 35,713 36,915 42,306	2.07% 37,822 2.46% 43,180 2.07%	7 37,204 2.07% 38,750 2.46% 44,073 2.07%	8 37,972 2.07% 39,703 2.46% 44,984 2.07%	9 38,758 2.07% 40,678 2,46% 45,914 2.07%	10 39,558 2.07% 41,677 2.46% 46,862 2.07%	11 40,377 2.07% 42,700 2.45% 47,831 2.07%	41,210 2.06% 43,747 2.45% 48,819 2.06%	13 42,064 2.07% 44,823 2.46% 49,829 2.07%	14 42,932 2.06% 45,923 2.45% 50,859 2.07%	15 43,819 2.07% 47,051 2.46% 51,911 2.07%	44,725 2.07% 48,206 2.45% 52,984 2.07%	2.07% 49,390 2.46% 54,079 2.07%	46,563 2.00% 50,377 2.00% 55,161 2.00%	47,495 2.00% 51,385 2.00% 56,263 2.00%	48,443 2,00% 52,413 2,00% 57,387 2,00%	49,413 2.00% 53,462 2.00% 58,535 2.00%	50,402 2,00% 54,531 2,00% 59,707 2,00%	51,409 2.00% 55,622 2.00% 60,900 2.00%	52,437 2.00% 56,734 2.00% 62,119 2.00%	53,486 2.00% 57,869 2.00% 63,361 2.00%	54,556 2.00% 59,026 2.00% 64,628 2.00%	55,647 2.00% 60,207 2.00% 65,921 2.00%	56,760 2.00% 61,411 2.00% 67,239 2.00%	57,895 2.00% 62,639 2.00% 68,584 2.00%	2.03%
	12	5 35,713 36,915	2.07% 37,822 2.46% 43,180 2.07%	7 37,204 2.07% 38,750 2.46% 44,073 2.07% 48,311	8 37,972 2.07% 39,703 2.46% 44,984 2.07% 49,310	9 38,758 2.07% 40,678 2,46% 45,914 2.07% 50,329	10 39,558 2.07% 41,677 2.46% 46,862 2.07% 51,368	11 40,377 2.07% 42,700 2.45% 47,831 2.07% 52,430	41,210 2.06% 43,747 2.45% 48,819 2.06% 53,515	13 42,064 2.07% 44,823 2.46% 49,829 2.07% 54,622	14 42,932 2.06% 45,923 2.45% 50,859 2.07% 55,750	15 43,819 2.07% 47,051 2.46% 51,911 2.07% 56,902	44,725 2.07% 48,206 2.45% 52,984 2.07% 58,078	2.07% 49,390 2.46% 54,079 2.07% 59,280	46,563 2.00% 50,377 2.00% 55,161 2.00% 60,463	47,495 2.00% 51,385 2.00% 56,263 2.00% 61,674	48,443 2,00% 52,413 2,00% 57,387 2,00% 62,898	49,413 2.00% 53,462 2.00% 58,535 2.00% 64,166	50,402 2,00% 54,531 2,00% 59,707 2,00% 65,450	51,409 2.00% 55,622 2.00% 60,900 2.00% 66,759	52,437 2.00% 56,734 2.00% 62,119 2.00% 68,094	53,486 2.00% 57,869 2.00% 63,361 2.00% 69,456	54,556 2.00% 59,026 2.00% 64,628 2.00% 70,845	55,647 2.00% 60,207 2.00% 65,921 2.00% 72,262	56,760 2.00% 61,411 2.00% 67,239 2.00% 73,707	57,895 2.00% 62,639 2.00% 68,584 2.00% 75,182	2.03% 2.23% 2.03%
	13 14	\$ 35,713 36,915 42,306 46,374	2.07% 37,822 2.46% 43,180 2.07% 47,332 2.06%	7 37,204 2.07% 38,750 2.46% 44,073 2.07% 48,311 2.07%	8 37,972 2.07% 39,703 2.46% 44,984 2.07% 49,310 2.07%	9 38,758 2.07% 40,678 2,46% 45,914 2.07% 50,329 2.07%	10 39,558 2.07% 41,677 2.46% 46,862 2.07% 51,368 2.06%	11 40,377 2.07% 42,700 2.45% 47,831 2.07% 52,430 2.07%	41,210 2.06% 43,747 2.45% 48,819 2.06% 53,515 2.07%	42,064 2.07% 44,823 2.46% 49,829 2.07% 54,622 2.07%	14 42,932 2.06% 45,923 2.45% 50,859 2.07% 55,750 2.06%	15 43,819 2.07% 47,051 2.46% 51,911 2.07% 56,902 2.07%	44,725 2.07% 48,206 2.45% 52,984 2.07% 58,078 2.07%	2.07% 49,390 2.46% 54,079 2.07% 59,280 2.07%	46,563 2.00% 50,377 2.00% 55,161 2.00% 60,463 2.00%	47,495 2.00% 51,385 2.00% 56,263 2.00% 61,674 2.00%	48,443 2,00% 52,413 2,00% 57,387 2,00% 62,898 1,98%	49,413 2.00% 53,462 2.00% 58,535 2.00% 64,166 2.02%	\$0,402 2,00% \$4,531 2,00% \$9,707 2,00% 65,450 2,00%	51,409 2.00% 55,622 2.00% 60,900 2.00% 66,759 2.00%	52,437 2.00% 56,734 2.00% 62,119 2.00% 68,094 2.00%	53,486 2.00% 57,869 2.00% 63,361 2.00% 69,456 2.00%	54,556 2.00% 59,026 2.00% 64,628 2.00% 70,845 2.00%	55,647 2.00% 60,207 2.00% 65,921 2.00% 72,262 2.00%	56,760 2.00% 61,411 2.00% 67,239 2.00% 73,707 2.00%	57,895 2.00% 62,639 2.00% 68,584 2.00% 75,182 2.00%	2.03%
	13 14	\$ 35,713 36,915 42,306	2.07% 37,822 2.46% 43,180 2.07% 47,332	7 37,204 2.07% 38,750 2.46% 44,073 2.07% 48,311	8 37,972 2.07% 39,703 2.46% 44,984 2.07% 49,310 2.07% 54,219	9 38,758 2.07% 40,678 2,46% 45,914 2.07% 50,329	10 39,558 2.07% 41,677 2.46% 46,862 2.07% 51,368 2.06% 56,486	11 40,377 2.07% 42,700 2.45% 47,831 2.07% 52,430	41,210 2.06% 43,747 2.45% 48,819 2.06% 53,515 2.07% 58,846	42,064 2.07% 44,823 2.46% 49,829 2.07% 54,622 2.07% 60,063	14 42,932 2.06% 45,923 2.45% 50,859 2.07% 55,750 2.06% 61,305	15 43,819 2.07% 47,051 2.46% 51,911 2.07% 56,902 2.07% 62,573	44,725 2.07% 48,206 2.45% 52,984 2.07% 58,078 2.07% 63,867	2.07% 49,390 2.46% 54,079 2.07% 59,280 2.07% 65,187	46,563 2.00% 50,377 2.00% 55,161 2.00% 60,463 2.00% 66,491	47,495 2.00% 51,385 2.00% 56,263 2.00% 61,674 2.00% 67,821	48,443 2.00% 52,413 2.00% 57,387 2.00% 62,898 1.98% 69,178	49,413 2.00% 53,462 2.00% 58,535 2.00% 64,166 2.02% 70,560	50,402 2,00% 54,531 2,00% 59,707 2,00% 65,450 2,00% 71,972	51,409 2.00% 55,622 2.00% 60,900 2.00% 66,759 2.00% 73,412	52,437 2.00% 56,734 2.00% 62,119 2.00% 68,094 2.00% 74,880	53,486 2.00% 57,869 2.00% 63,361 2.00% 69,456 2.00% 76,377	54,556 2.00% 59,026 2.00% 64,628 2.00% 70,845 2.00% 77,905	55,647 2.00% 60,207 2.00% 65,921 2.00% 72,262 2.00% 79,464	56,760 2.00% 61,411 2.00% 67,239 2.00% 73,707 2.00% 81,053	57,895 2.00% 62,639 2.00% 68,584 2.00% 75,182 2.00% 82,674	2.03% 2.23% 2.03%
	13 14	\$ 35,713 36,915 42,306 46,374	2.07% 37,822 2.46% 43,180 2.07% 47,332 2.06%	7 37,204 2.07% 38,750 2.46% 44,073 2.07% 48,311 2.07%	8 37,972 2.07% 39,703 2.46% 44,984 2.07% 49,310 2.07%	9 38,758 2.07% 40,678 2,46% 45,914 2.07% 50,329 2.07%	10 39,558 2.07% 41,677 2.46% 46,862 2.07% 51,368 2.06%	11 40,377 2.07% 42,700 2.45% 47,831 2.07% 52,430 2.07%	41,210 2.06% 43,747 2.45% 48,819 2.06% 53,515 2.07%	42,064 2.07% 44,823 2.46% 49,829 2.07% 54,622 2.07%	14 42,932 2.06% 45,923 2.45% 50,859 2.07% 55,750 2.06%	15 43,819 2.07% 47,051 2.46% 51,911 2.07% 56,902 2.07%	44,725 2.07% 48,206 2.45% 52,984 2.07% 58,078 2.07%	2.07% 49,390 2.46% 54,079 2.07% 59,280 2.07%	46,563 2.00% 50,377 2.00% 55,161 2.00% 60,463 2.00%	47,495 2.00% 51,385 2.00% 56,263 2.00% 61,674 2.00%	48,443 2,00% 52,413 2,00% 57,387 2,00% 62,898 1,98%	49,413 2.00% 53,462 2.00% 58,535 2.00% 64,166 2.02%	\$0,402 2,00% \$4,531 2,00% \$9,707 2,00% 65,450 2,00%	51,409 2.00% 55,622 2.00% 60,900 2.00% 66,759 2.00%	52,437 2.00% 56,734 2.00% 62,119 2.00% 68,094 2.00%	53,486 2.00% 57,869 2.00% 63,361 2.00% 69,456 2.00%	54,556 2.00% 59,026 2.00% 64,628 2.00% 70,845 2.00%	55,647 2.00% 60,207 2.00% 65,921 2.00% 72,262 2.00%	56,760 2.00% 61,411 2.00% 67,239 2.00% 73,707 2.00%	57,895 2.00% 62,639 2.00% 68,584 2.00% 75,182 2.00%	2.03% 2.23% 2.03%
	13 14 15	\$ 35,713 36,915 42,306 46,374	2.07% 37,822 2.46% 43,180 2.07% 47,332 2.06% 52,045	7 37,204 2.07% 38,750 2.46% 44,073 2.07% 48,311 2.07% 53,122	8 37,972 2.07% 39,703 2.46% 44,984 2.07% 49,310 2.07% 54,219 2.07%	9 38,758 2.07% 40,678 2.46% 45,914 2.07% 50,329 2.07% 55,340	10 39,558 2.07% 41,677 2.46% 46,862 2.07% 51,368 2.06% 56,486	11 40,377 2.07% 42,700 2.45% 47,831 2.07% 52,430 2.07% 57,653	41,210 2.06% 43,747 2.45% 48,819 2.06% 53,515 2.07% 58,846	42,064 2.07% 44,823 2.46% 49,829 2.07% 54,622 2.07% 60,063	14 42,932 2.06% 45,923 2.45% 50,859 2.07% 55,750 2.06% 61,305	15 43,819 2.07% 47,051 2.46% 51,911 2.07% 56,902 2.07% 62,573 2.07%	44,725 2.07% 48,206 2.45% 52,984 2.07% 58,078 2.07% 63,867	2.07% 49,390 2.46% 54,079 2.07% 59,280 2.07% 65,187	46,563 2.00% 50,377 2.00% 55,161 2.00% 60,463 2.00% 66,491	47,495 2.00% 51,385 2.00% 56,263 2.00% 61,674 2.00% 67,821	48,443 2.00% 52,413 2.00% 57,387 2.00% 62,898 1.98% 69,178	49,413 2.00% 53,462 2.00% 58,535 2.00% 64,166 2.02% 70,560	50,402 2,00% 54,531 2,00% 59,707 2,00% 65,450 2,00% 71,972	51,409 2.00% 55,622 2.00% 60,900 2.00% 66,759 2.00% 73,412	52,437 2.00% 56,734 2.00% 62,119 2.00% 68,094 2.00% 74,880	53,486 2.00% 57,869 2.00% 63,361 2.00% 69,456 2.00% 76,377	54,556 2.00% 59,026 2.00% 64,628 2.00% 70,845 2.00% 77,905	55,647 2.00% 60,207 2.00% 65,921 2.00% 72,262 2.00% 79,464	56,760 2.00% 61,411 2.00% 67,239 2.00% 73,707 2.00% 81,053	57,895 2.00% 62,639 2.00% 68,584 2.00% 75,182 2.00% 82,674	2.03% 2.23% 2.03% 2.03%

2.03% 2.86% Grid Average

	Step							••				• • •	15	**			••	20	21	22	23	••	25	**		•	Grade Average
de	34.73	4 3	35,424	36,133	36,856	37,593	38,345 T	39,111	39,894	40,691	41,505	42,335 T	43,182	44,046	44,927	45,825	46,742	47,677		49,603		51.607	52,639	53,692	54,765		Grede Averege
11	34,73		2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%		2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%
12	35.76			37,207	37,951	38,710	39,484	40,274	41,080	41,901	42,739	43,594	44,466	45,355		47,187	48,131	49,094	50,076	51,077	52,099	53.141	54,204	55,288	56,393	57,521	2.00%
	33,70		2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%		2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%
13	41,14	_	41.963	42,802	43,658	44,532	45,422	46,331	47,257	48,202	49,166	50,150	51,153			54,284	55.369	56,477	57,606	58,758	59,934	61,132	62,355	63,602	64,874	66,172	2.00%
••	40,04		2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%		2.00%	2.00%	2,00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%
14	45,09	98 4	46,000	46,920	47,858	48,815	49,792		51,803	52,839	53,896	54,974	56,073	57,195		59,506	80,696	61,910	63,148	64,411	65,699	67,013	68,353	69,720	71,115	72,537	
-			2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%
15	49,58	87 5	50,579	51,590	52,622	53,674	54,748	55,843	56,960	58,099	59,261	60,446	61,655	62,888	64,146	65,429	66,737	68,072	69,434	70,822	72,239	73,684	75.157	76,660	78,194	79,757	
			2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%
16	54,79	98 5	55,894	57,012	58,152	59,315	60,502	61,712	62,946	64,205	65,489	66,799	68,135	69,497	70,887	72,305	73,751	75.226	76,731	78,265	79,830	81,427	83,056	84,717	86,411	88,139	
			2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%		2.00%	2.00%		2.00%		2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%
17	60,80		62,017	63,257	64,522	65.813	67,129	68,472	69,841		72,663	74,116	75,598	77,110		80,226		83,467	85,136	86,839	88,576	90,347	92,154	93,997	95,877	97,795	
			2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%							3 000	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2 000	2.00%
"			2.00%				ary Grid for		2.00%	2.00%	2.00%	0.00%	2.00%	2.00%	2.00%	2.00%	2.00%	1.00%	2.00%	2.00%	2.00.4]		2.00%	2.00.4	2.00%]	2.00%	
	Step		2.00%					FY2014			ncreese	0.00%															2.00% Grid
		4	5		JAW Profes	isional Sala	nry Grid for 9	FY2014 10	11	12	ncreese	0.00%	15	16	17	18	19	20	21	22	23	24	25	26	27	28	
	Step 34,73	4 30 3	5 35,424	6 36,133	JAW Profes 7 36,856	ssional Sala 8 37,593	ary Grid for 9 38,345	FYZ014 10 39,111	11 39,894	12 40,691	increese	0.00% 14 42,335	15 43,182	16 44,046	17 44,927	18 45,825	19 46,742	20 47,677	21 48.630	22	23 50,595	24 51,607	25	26 53,692	27 54.765	28 55.861	2.00% Grid Grede Average
	34,73	4 30 3	5 35,424 2.00%	6 36,133 2.00%	7 36,856 2,00%	37,593 2 00%	9 38,345 2,00%	10 39,111 2.00%	11 39,894 2.00%	12 40,691 2.00%	13 2.00%	0.00% 14 42,335 2.00%	15 43,182 2.00%	16 44,046 2.00%	17 44,927 2.00%	18 45,825 2.00%	19 46,742 2.00%	20 47,677 2.00%	21 48,630 2.00%	22 2.00%	23 50,595 2.00%	24 51,607 2.00%	25 2.00%	26 53,692 2.00%	27 54,765 2.00%	28 55.861 2.00%	2.00% Grid
		4 30 3 62 3	5 35,424 2.00% 36,477	6 36,133 2.00% 37,207	7 36,856 2,00% 37,951	37,593 2 00% 38,710	9 38,345 2,00% 39,484	10 39,111 2.00% 40,274	11 39,894 2.00% 41,080	12 40,691 2.00% 41,901	13 2.00% 42,739	0.00% 14 42,335 2.00% 43,594	15 43,182 2.00% 44,466	16 44,046 2.00% 45,355	17 44,927 2.00% 46,262	18 45,825 2.00% 47,187	19 46,742 2.00% 48,131	20 47,677 2.00% 49,094	21 48.630 2.00% 50,076	22 2.00% 51,077	23 50,595 2.00% 52,099	24 51,607 2.00% 53,141	25 2.00% 54,204	26 53,692 2.00% 55,288	27 54,765 2.00% 56,393	28 55.861 2.00% 57,521	2.00% Grid Grede Average 2.00%
	34,73	4 30 3 62 3	5 35,424 2.00% 36,477 2.00%	6 36,133 2.00% 37,207 2.00%	7 36,856 2,00% 37,951 2,00%	37,593 2 00% 38,710 2.00%	9 38,345 2,00% 39,484 2,00%	10 39,111 2.00% 40,274 2.00%	11 39,894 2,00% 41,080 2,00%	12 40,691 2,00% 41,901 2,00%	13 2.00% 42,739 2.00%	0.00% 14 42,335 2.00% 43,594 2.00%	15 43,182 2.00% 44,466 2.00%	16 44,046 2.00% 45,355 2.00%	17 44,927 2,00% 46,262 2,00%	18 45,825 2,00% 47,187 2,00%	19 46,742 2.00% 48,131 2.00%	20 47,677 2.00% 49,094 2.00%	21 48,630 2.00% 50,076 2.00%	2.00% 51,077 2.00%	23 50,595 2.00% 52,099 2.00%	24 51,607 2.00% 53,141 2.00%	2.00% 54,204 2.00%	26 53,692 2.00% 55,288 2.00%	27 54,765 2.00% 56,393 2.00%	28 55.861 2.00% 57,521 2.00%	2.00% Grid Grede Average
	34,73	4 30 3 62 3	5 35,424 2.00% 36,477 2.00% 41,963	6 36,133 2.00% 37,207 2.00% 42,802	7 36,856 2,00% 37,951 2,00% 43,658	37,593 2 00% 38,710 2.00% 44,532	9 38,345 2,00% 39,484 2,00% 45,422	10 39,111 2.00% 40,274 2.00% 46,331	11 39,894 2.00% 41,080 2.00% 47,257	12 40,691 2.00% 41,901 2.00% 48,202	13 2.00% 42,739 2.00% 49,166	0.00% 14 42,335 2.00% 43,594 2.00% 50,150	15 43,182 2.00% 44,466 2.00% 51,153	16 44,046 2.00% 45,355 2.00% 52,176	17 44,927 2.00% 46,262 2.00% 53,219	18 45,825 2.00% 47,187 2.00% 54,284	19 46,742 2.00% 48,131 2.00% 55,369	20 47,677 2.00% 49,094 2.00% 56,477	21 48,630 2.00% 50,076 2.00% 57,606	2.00% 51,077 2.00% 58,758	23 50,595 2.00% 52,099 2.00% 59,934	24 51,607 2.00% 53,141 2.00% 61,132	25 2.00% 54,204 2.00% 62,355	26 53,692 2.00% 55,288 2.00% 63,602	27 54,765 2.00% 56,393 2.00% 64,874	28 55.861 2.00% 57,521 2.00% 66,172	2.00% Grid Grade Average 2.00% 2.00%
	34,73 35,76 41,14	4 30 3 62 3	5 35,424 2.00% 36,477 2.00%	5 36,133 2.00% 37,207 2.00% 42,802 2.00%	7 36,856 2,00% 37,951 2,00% 43,658 2,00%	37,593 2 00% 38,710 2.00%	9 38,345 2,00% 39,484 2,00% 45,422 2,00%	10 39,111 2.00% 40,274 2.00%	11 39,894 2.00% 41,080 2.00% 47,257 2.00%	12 40,691 2,00% 41,901 2,00%	13 2.00% 42,739 2.00%	0.00% 14 42,335 2.00% 43,594 2.00%	15 43,182 2.00% 44,466 2.00%	16 44,046 2.00% 45,355 2.00%	17 44,927 2.00% 46,262 2.00% 53,219 2.00%	18 45,825 2,00% 47,187 2,00%	19 46,742 2.00% 48,131 2.00%	20 47,677 2.00% 49,094 2.00%	21 48,630 2.00% 50,076 2.00%	2.00% 51,077 2.00%	23 50,595 2.00% 52,099 2.00%	24 51,607 2.00% 53,141 2.00%	2.00% 54,204 2.00%	26 53,692 2.00% 55,288 2.00%	27 54,765 2.00% 56,393 2.00%	28 55.861 2.00% 57,521 2.00%	2.00% Grid Grede Average 2.00%
11 12 13	34,73	4 30 3 62 3 40 4	5 35,424 2.00% 36,477 2.00% 41,963 2.00%	6 36,133 2.00% 37,207 2.00% 42,802	7 36,856 2,00% 37,951 2,00% 43,658	37,593 2 00% 38,710 2.00% 44,532 2.00%	9 38,345 2,00% 39,484 2,00% 45,422	10 39,111 2.00% 40,274 2.00% 46,331 2.00%	11 39,894 2.00% 41,080 2.00% 47,257	12 40,691 2.00% 41,901 2.00% 48,202 2.00%	13 2.00% 42,739 2.00% 49,166 2.00%	0.00% 14 42,335 2.00% 43,594 2.00% 50,150 2.00%	15 43,182 2.00% 44,466 2.00% 51,153 2.00%	16 44,046 2.00% 45,355 2.00% 52,176 2.00%	17 44,927 2.00% 46,262 2.00% 53,219 2.00% 58,339	18 45,825 2,00% 47,187 2,00% 54,284 2,00%	19 46,742 2.00% 48,131 2.00% 55,369 2.00%	20 47,677 2.00% 49,094 2.00% 56,477 2.00%	21 48.630 2.00% 50,076 2.00% 57,606 2.00%	22 2.00% 51,077 2.00% 58,758 2.00%	23 50,595 2.00% 52,099 2.00% 59,934 2.00%	24 51,607 2.00% 53,141 2.00% 61,132 2.00%	25 2.00% 54,204 2.00% 62,355 2.00%	26 53,692 2.00% 55,288 2.00% 63,602 2.00%	27 54,765 2.00% 56,393 2.00% 64,874 2.00%	28 55.861 2.00% 57,521 2.00% 66,172 2.00%	2.00% Grid Grade Average 2.00% 2.00%
	34,73 35,76 41,14	4 30 3 62 3 40 4	5 35,424 2.00% 36,477 2.00% 41,963 2.00% 46,000	8 36,133 2.00% 37,207 2.00% 42,802 2.00% 46,920	7 36,856 2,00% 37,951 2,00% 43,658 2,00% 47,858	37,593 2 00% 38,710 2.00% 44,532 2.00% 48,815	9 38,345 2.00% 39,484 2.00% 45,422 2.00% 49,792	10 39,111 2.00% 40,274 2.00% 46,331 2.00% 50,787 2.00%	11 39,894 2.00% 41,080 2.00% 47,257 2.00% 51,803	12 40,691 2.00% 41,901 2.00% 48,202 2.00% 52,839 2.00%	13 2.00% 42,739 2.00% 49,166 2.00% 53,896	0.00% 14 42,335 2.00% 43,594 2.00% 50,150 2.00% 54,974	15 43,182 2.00% 44,466 2.00% 51,153 2.00% 56,073	16 44,046 2.00% 45,355 2.00% 52,176 2.00% 57,195	17 44,927 2.00% 46,262 2.00% 53,219 2.00% 58,339 2.00%	18 45,825 2.00% 47,187 2.00% 54,284 2.00% 59,506	19 46,742 2.00% 48,131 2.00% 55,369 2.00% 60,696	20 47,677 2.00% 49,094 2.00% 56,477 2.00% 61,910	21 48,630 2,00% 50,076 2,00% 57,606 2,00% 63,148	22 2.00% 51,077 2,00% 58,758 2.00% 64,411	23 \$0,595 2.00% \$2,099 2.00% \$9,934 2.00% 65,699	24 51,607 2.00% 53,141 2.00% 61,132 2.00% 67,013	2.00% 54,204 2.00% 62,355 2.00% 68,353	26 53,692 2.00% 55,288 2.00% 63,602 2.00% 69,720	27 54,765 2.00% 56,393 2.00% 64,874 2.00% 71,115	28 55.861 2.00% 57,521 2.00% 66,172 2.00% 72,537	2.00% Grid Grade Average 2.00% 2.00%
	34,73 35,76 41,14 45,09	4 30 3 62 3 40 4 98 4	\$ 35,424 2.00% 36,477 2.00% 41,963 2.00% 46,000 2.00%	8 36,133 2.00% 37,207 2.00% 42,802 2.00% 46,920 2.00%	7 36,856 2.00% 37,951 2.00% 43,658 2.00% 47,858 2.00%	37,593 2 00% 38,710 2.00% 44,532 2.00% 48,815 2.00%	38,345 2.00% 39,484 2.00% 45,422 2.00% 49,792 2.00%	10 39,111 2.00% 40,274 2.00% 46,331 2.00% 50,787 2.00%	11 39,894 2.00% 41,080 2.00% 47,257 2.00% 51,803 2.00%	12 40,691 2.00% 41,901 2.00% 48,202 2.00% 52,839 2.00%	13 2.00% 42,739 2.00% 49,166 2.00% 53,896 2.00%	0.00% 14 42,335 2.00% 43,594 2.00% 50,150 2.00% 54,974 2.00%	15 43,182 2.00% 44,466 2.00% 51,153 2.00% 56,073 2.00%	16 44,046 2.00% 45,355 2.00% 52,176 2.00% 57,195 2.00%	17 44,927 2.00% 46,262 2.00% 53,219 2.00% 58,339 2.00%	18 45,825 2.00% 47,187 2.00% 54,284 2.00% 59,506 2.00%	19 46,742 2.00% 48,131 2.00% 55,369 2.00% 60,696 2.00%	20 47,677 2.00% 49,094 2.00% 56,477 2.00% 61,910 2.00%	21 48,630 2.00% 50,076 2.00% 57,606 2.00% 63,148 2.00%	22 2.00% 51,077 2.00% 58,758 2.00% 64,411 2.00%	23 50,595 2.00% 52,099 2.00% 59,934 2.00% 65,699 2.00%	24 51,607 2.00% 53,141 2.00% 61,132 2.00% 67,013 2.00%	25 2.00% 54,204 2.00% 62,355 2.00% 68,353 2.00%	26 53,692 2.00% 55,288 2.00% 63,602 2.00% 69,720 2.00%	27 54,765 2.00% 56,393 2.00% 64,874 2.00% 71,115 2.00%	28 55.861 2.00% 57.521 2.00% 66.172 2.00% 72,537 2.00%	2.00% Grid Grade Average 2.00% 2.00%
	34,73 35,76 41,14 45,09	4 30 3 62 3 40 4 98 4	5 35,424 2.00% 36,477 2.00% 41,963 2.00% 46,000 2.00% 50,579	46,133 2.00% 37,207 2.00% 42,802 2.00% 46,920 2.00% 51,590	7 36,856 2,00% 37,951 2,00% 43,658 2,00% 47,858 2,00% 52,622	37,593 2 00% 38,710 2.00% 44,532 2.00% 48,815 2.00% 53,674	9 38,345 2,00% 39,484 2,00% 45,422 2,00% 49,792 2,00% 54,748	10 39,111 2.00% 40,274 2.00% 46,331 2.00% 50,787 2.00% 55,843	11 39,894 2.00% 41,080 2.00% 47,257 2.00% 51,803 2.00% 56,960	12 40,691 2,00% 41,901 2,00% 48,202 2,00% 52,839 2,00% 58,099	13 2.00% 42,739 2.00% 49,166 2.00% 53,896 2.00%	0.00% 14 42,335 2.00% 43,594 2.00% 50,150 2.00% 54,974 2.00% 60,446	15 43,182 2,00% 44,466 2,00% 51,153 2,00% 56,073 2,00% 61,655	16 44,046 2.00% 45,355 2.00% 52,176 2.00% 57,195 2.00% 62,888	17 44,927 2,00% 46,262 2,00% 53,219 2,00% 58,339 2,00% 64,146	18 45,825 2,00% 47,187 2,00% 54,284 2,00% 59,506 2,00% 65,429	19 46,742 2.00% 48,131 2.00% 55,369 2.00% 60,696 2.00% 66,737	20 47,677 2.00% 49,094 2.00% 56,477 2.00% 61,910 2.00% 68,072	21 48.630 2.00% 50,076 2.00% 57,606 2.00% 63,148 2.00% 69,434	2.00% 51,077 2.00% 58,758 2.00% 64,411 2.00% 70,822	23 50,595 2,00% 52,099 2,00% 59,934 2,00% 65,699 2,00% 72,239	24 51,607 2.00% 53,141 2.00% 61,132 2.00% 67,013 2.00% 73,684	25 2.00% 54,204 2.00% 62,355 2.00% 68,353 2.00% 75,157	26 53,692 2.00% 55,288 2.00% 63,602 2.00% 69,720 2.00% 76,660	27 54,765, 2,00% 56,393 2,00% 64,874 2,00% 71,115 2,00% 78,194	28 55.861 2.00% 57.521 2.00% 66,172 2.00% 72,537 2.00% 79,757	2.00% Gride Average 2.00% 2.00% 2.00% 2.00%
	34,73 35,76 41,14 45,05 49,58 54,75	4 30 3 62 3 40 4 98 4 87 5 98 5	5 35,424 2.00% 36,477 2.00% 41,963 2.00% 46,000 2.00% 50,579 2.00%	\$ 36,133 2.00% 37,207 2.00% 42,802 2.00% 46,920 2.00% 51,590 2.00% 57,012 2.00%	7 36,856 2,00% 37,951 2,00% 43,658 2,00% 47,858 2,00% 52,622 2,00% 58,152 2,00%	8 37,593 2 00% 38,710 2 00% 44,532 2 00% 48,815 2 00% 53,674 2 00% 59,315 2 00%	9 38,345 2,00% 39,484 2,00% 45,422 2,00% 49,792 2,00% 54,748 2,00% 60,502 2,00%	10 39,111 2.00% 40,274 2.00% 46,331 2.00% 50,787 2.00% 55,843 2.00% 61,712 2.00%	11 39,894 2.00% 41,080 2.00% 47,257 2.00% 51,803 2.00% 56,960 2.00% 62,946 2.00%	12 40,691 2,00% 41,901 2,00% 48,202 2,00% 52,839 2,00% 58,099 2,00% 64,205 2,00%	13 2.00% 42,739 2.00% 49,166 2.00% 53,896 2.00% 59,261 2.00% 65,489 2.00%	0.00% 14 42,335 2.00% 43,594 2.00% 50,150 2.00% 54,974 2.00% 60,446 2.00% 66,799 2.00%	15 43,182 2,00% 44,466 2,00% 51,153 2,00% 61,655 2,00% 68,135 2,00%	16 44,046 2.00% 45,355 2.00% 52,176 2.00% 57,195 2.00% 62,888 2.00% 69,497 2.00%	17 44,927 2,00% 46,262 2,00% 53,219 2,00% 64,146 2,00% 70,887 2,00%	18 45,825 2,00% 47,187 2,00% 54,284 2,00% 59,506 2,00% 65,429 2,00% 72,305 2,00%	19 46,742 2.00% 48,131 2.00% 55,369 2.00% 60,696 2.00% 66,737 2.00% 73,751 2.00%	20 47,677 2.00% 49,094 2.00% 56,477 2.00% 61,910 2.00% 68,072 2.00% 75,226 2.00%	21 48.630 2.00% 50,076 2.00% 57,606 2.00% 63,148 2.00% 69,434 2.00% 76,731 2.00%	22 2.00% 51,077 2.00% 58,758 2.00% 64,411 2.00% 70,822 2.00% 78,265 2.00%	23 50.595 2.00% 52.099 2.00% 59.934 2.00% 65.699 2.00% 72,239 2.00% 79,830 2.00%	24 51,607 2.00% 53,141 2.00% 61,132 2.00% 67,013 2.00% 73,684 2.00% 81,427 2.00%	25 2.00% 54.204 2.00% 62.355 2.00% 68.353 2.00% 75,157 2.00% 83,056 2.00%	26 53,692 2.00% 55,288 2.00% 63,602 2.00% 76,660 2.00% 84,717 2.00%	27 54,765 2.00% 56,393 2.00% 64,874 2.00% 71,115 2.00% 78,194 2.00% 86,411 2.00%	28 55.861 2.00% 57,521 2.00% 66,172 72,537 2.00% 79,757 2.00% 88,139 2.00%	2.00% Gride Average 2.00% 2.00% 2.00% 2.00%
	34,73 35,76 41,14 45,09	4 30 3 62 3 40 4 98 4 87 5 98 5	\$35,424 2.00% 36,477 2.00% 41,963 2.00% 46,000 2.00% 50,579 2.00% 55,894	36,133 2.00% 37,207 2.00% 42,802 2.00% 46,920 2.00% 51,590 2.00% 57,012	7 36,856 2,00% 37,951 2,00% 43,658 2,00% 47,858 2,00% 52,622 2,00% 58,152	37,593 2 00% 38,710 2 00% 44,532 2 00% 48,815 2 00% 53,674 2 00% 59,315	9 38,345 2,00% 39,484 2,00% 45,422 2,00% 49,792 2,00% 54,748 2,00% 60,502	10 39,111 2.00% 40,274 2.00% 46,331 2.00% 50,787 2.00% 55,843 2.00% 61,712 2.00% 68,472	111 39,894 1 2.00% 41,080 2.00% 47,257 2.00% 51,803 2.00% 56,960 2.00% 62,946	12 40,691 2,00% 41,901 2,00% 48,202 2,00% 52,839 2,00% 58,099 2,00% 64,205	13 2.00% 42,739 2.00% 49,166 2.00% 53,896 2.00% 59,261 2.00% 65,489	0.00% 14 42,335 2.00% 43,594 2.00% 50,150 2.00% 54,974 2.00% 60,499	15 43,182 2,00% 44,466 2,00% 51,153 2,00% 56,073 2,00% 61,655 2,00% 68,135	16 44,046 2.00% 45,355 2.00% 52,176 2.00% 57,195 2.00% 62,888 2.00% 69,497	17 44,927 2,00% 46,262 2,00% 53,219 2,00% 58,339 2,00% 64,146 2,00% 70,887 2,00% 78,653	18 45,825 2,00% 47,187 2,00% 54,284 2,00% 59,506 2,00% 65,429 2,00% 72,305	19 46,742 2.00% 48,131 2.00% 55,369 2.00% 60,696 2.00% 66,737 2.00% 73,751 2.00%	20 47,677 2.00% 49,094 2.00% 56,477 2.00% 61,910 2.00% 68,072 2.00% 75,226	21 48.630 2.00% 50,076 2.00% 57,606 2.00% 63,148 2.00% 69,434 2.00% 76,731	22 2.00% 51,077 2.00% 58,758 2.00% 64,411 2.00% 70,822 2.00% 78,265	23 50,595 2.00% 52,099 2.00% 59,934 2.00% 65,699 2.00% 72,239 2.00% 79,830	24 51,607 2.00% 53,141 2.00% 61,132 2.00% 67,013 2.00% 73,684 2.00% 81,427	25 2.00% 54,204 2.00% 62,355 2.00% 68,353 2.00% 75,157 2.00% 83,056	26 53,692 2.00% 55,288 2.00% 63,602 2.00% 69,720 2.00% 76,660 2.00% 84,717	27 54,765 2.00% 56,393 2.00% 64,874 2.00% 71,115 2.00% 78,194 2.00% 86,411	28 55.861 2.00% 57,521 2.00% 66,172 72,537 2.00% 79,757 2.00% 88,139 2.00%	2.00% Grid Grade Average 2.00% 2.00% 2.00% 2.00%

	Step	5	6 7			10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	Grade Averege
11	35,690	36,40	37,132	37,875	38,632	39,405	40,193	40,997	41,817	42,653	43,506	44,376	45,264	46,169	47,092	48,034		49,975	50,974	51,994	53,034	54,094	55,176	56,280	57,405	1
1		2.00	% 2.00%	2 00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%
2	36,751	37,48	38,236	39,000	39,780	40,576	41,388	42,215	43,060	43,921	44,799	45,695	46,609	47,541	48,492	49,462	50,451	51,460	52,490	53,539	54,610	55,702	56,816	57,953	59,112	1
I		2.00	% 2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%
3[42,278	43,12	43,986	44,866	45,763	46,678	47,612	48,564		50,526	51,536		53,619	54,691	55,785			59,199	60,383	61,591	62,823	64,079	65,361	66,668	68,001	1
[2.00			2.00%	2.00%	2.00%	2 00%		2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%		2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%
4	46,345				50,165	51,168	52,192	53,236		55,386	56,494				61,151			64,894	66,192	67,516	68,866	70,243			74,543	
ı		2.00		2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2 00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%
5	50,958					56,262	57,387	58,535		60,900		63,360	64,627			68,583		71,354	72,781	74,236	75,721	77,235	78,780	80,356		l
l		2.00		2.00%		2.00%		2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2,00%	2.00%	2.00%	2.00%	2.00%	2.00%
테	56,313	57,44			60,955	62,174		64,686		67,300	68,646	70,018	71,419		74,304	75,790		78,852		82,038	83,679	85,352		88,800	90,576	
1		2.00		2.00%	2.00%	2.00%	2.00%	2.00%		2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%		2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%
71		63,73	65,006			68,985	70,365	71,772	73,208	74,672	76,165		79,242		82,444	84,093		87,490	89,240	91,025	92,845	94,702				
"	62,482																									
"[2.00		2.00%		2.00%		2.00%	2.00%	2.00%	0.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00% 2.00% Grid
1	5tep				ssional Sele	ry Grld for	FY2016			ncreese	0.00%															2.00% Grld
•	Step 6	2.00	76	UAW Profe	ssional Sek	ery Grid for 11	FY2016	13	14	ncreese 15	0.00%	17	18	19	20	21	22	23	24	25	26	27	28	29	30	
1		2.00 6 37,13	7 8 2 37,875	UA W Profe 9 38,632	ssional Sele 10 39,405	11 40,193	FY2016 12 40,997	13 41,817	14 42,653	15 43,506	0.00% 16 44,376	17 45,264	18 46,169	19	20	21 48,995	22 49,975	23 50,974	24 51,994	25 53,034	26 54,094	27 55,176	28 56,280	29 57,405	30 58,553	2.00% Grid Grede Average
1	Step 6 36,404	2.00 6 37,13 2.00	7 & 2 37,875 % 2.00%	UAW Profe 9 38,632 2.00%	10 39,405 2.00%	11 40,193 2,00%	FY2016 12 40,997 2.00%	13 41,817 2.00%	14 42,653 2.00%	15 43,506 2.00%	0.00% 16 44,376 2.00%	17 45,264 2.00%	18 46,169 2.00%	19 47,092 2,00%	20	21 48,995 2.00%	22 49,975 2.00%	23 50,974 2.00%	24 51,994 2.00%	25 53,034 2.00%	26 54,094 2.00%	27 55,176 2.00%	28 56,280 2.00%	29 57,405 2.00%	\$8,553 2.00%	2.00% Grld
1	Step 6	5 37,13 2.00 38,23	7 6 2 37,875 % 2.00% 6 39,000	9 38,632 2.00% 39,780	10 39,405 2.00% 40,576	11 40,193 2,00% 41,388	12 40,997 2.00% 42,215	13 41,817 2.00% 43,060	14 42,653 2.00% 43,921	15 43,506 2.00% 44,799	0.00% 16 44,376 2.00% 45,695	17 45,264 2.00% 46,609	18 46,169 2.00% 47,541	19 47,092 2,00% 48,492	20 2.00% 49,462	21 48,995 2.00% 50,451	22 49,975 2.00% 51,460	23 50,974 2.00% 52,490	24 51,994 2.00% 53,539	25 53,034 2,00% 54,610	26 54,094 2.00% 55,702	27 55,176 2.00% 56,816	28 56,280 2.00% 57,953	29 57,405 2,00% 59,112	30 58,553 2,00% 60,294	2.00% Grid Grade Average 2.00%
1 2	Step 6 36,404 37,486	2.00 37,13 2.00 38,23 2.00	7 6 2 37,875 % 2.00% 6 39,000 % 2.00%	9 38,632 2.00% 39,780 2.00%	10 39,405 2.00% 40,576 2.00%	11 40,193 2,00% 41,388 2,00%	FY2016 12 40,997 2,00% 42,215 2,00%	13 41,817 2.00% 43,060 2.00%	14 42,653 2.00% 43,921 2.00%	15 43,506 2.00% 44,799 2.00%	0.00% 16 44,376 2.00% 45,695 2.00%	17 45,264 2.00% 46,609 2.00%	18 46,169 2.00% 47,541 2.00%	19 47,092 2.00% 48,492 2.00%	2.00% 49,462 2.00%	21 48,995 2.00% 50,451 2.00%	22 49,975 2.00% 51,460 2.00%	23 50,974 2 2.00% 52,490 2.00%	24 51,994 2.00% 53,539 2.00%	25 53,034 2,00% 54,610 2,00%	26 54,094 2.00% 55,702 2.00%	27 55,176 2.00% 56,816 2.00%	28 56,280 2.00% 57,953 2.00%	29 57,405 2,00% 59,112 2,00%	30 58,553 2,00% 60,294 2,00%	2.00% Grid Grede Average
1 2 3	Step 6 36,404	2.00 37,13 2.00 38,23 2.00 43,98	7 8 2 37,875 % 2.00% 6 39,000 % 2.00% 6 44,866	9 38,632 2.00% 39,780 2.00% 45,763	10 39,405 2.00% 40,576 2.00% 46,678	11 40,193 2,00% 41,388 2,00% 47,612	12 40,997 2.00% 42,215 2.00% 48,564	13 41,817 2.00% 43,060 2.00% 49,535	14 42,653 2.00% 43,921 2.00% 50,526	15 43,506 2.00% 44,799 2.00% 51,536	0.00% 16 44,376 2.00% 45,695 2.00% 52,567	17 45,264 2.00% 46,609 2.00% 53,619	18 46,169 2.00% 47,541 2.00% 54,691	19 47,092 2.00% 48,492 2.00% 55,785	2.00% 49,462 2.00% 56,900	21 48,995 2.00% 50,451 2.00% 58,038	22 49,975 2.00% 51,460 2.00% 59,199	23 50,974 2.00% 52,490 2.00% 60,383	24 51,994 2.00% 53,539 2.00% 61,591	25 53,034 2.00% 54,610 2.00% 62,823	26 54,094 2.00% 55,702 2.00% 64,079	27 55,176 2.00% 56,816 2.00% 65,361	28 56,280 2.00% 57,953 2.00% 66,668	29 57,405 2,00% 59,112 2,00% 68,001	30 58,553 2,00% 60,294 2,00% 69,361	2.00% Grid Grede Average 2.00% 2.00%
11	5tep 6 36,404 37,486 43,123	2.00 37,13 2.00 38,23 2.00 43,98 2.00	7 8 2 37,875 % 2.00% 6 39,000 % 2.00% 6 44,866 % 2.00%	9 38,632 2.00% 39,780 2.00% 45,763 2.00%	10 39,405 2.00% 40,576 2.00% 46,678 2.00%	11 40,193 2,00% 41,388 2,00% 47,612 2,00%	12 40,997 2.00% 42,215 2.00% 48,564 2.00%	13 41,817 2.00% 43,060 2.00% 49,535 2.00%	14 42,653 2.00% 43,921 2.00% 50,526 2.00%	15 43,506 2.00% 44,799 2.00% 51,536 2.00%	0.00% 16 44,376 2.00% 45,695 2.00% 52,567 2.00%	17 45,264 2.00% 46,609 2.00% 53,619 2.00%	18 46,169 2.00% 47,541 2.00% 54,691 2.00%	19 47,092 2.00% 48,492 2.00% 55,785 2.00%	20 2.00% 49.462 2.00% 56,900 2.00%	21 48,995 2.00% 50,451 2.00% 58,038 2.00%	22 49,975 2.00% 51,460 2.00% 59,199 2.00%	23 50,974 2.00% 52,490 2.00% 60,383 2.00%	24 51,994 2.00% 53,539 2.00% 61,591 2.00%	25 53,034 2,00% 54,610 2,00% 62,823 2,00%	26 54,094 2.00% 55,702 2.00% 64,079 2.00%	27 55,176 2.00% 56,816 2.00% 65,361 2.00%	28 56,280 2.00% 57,953 2.00% 66,668 2.00%	29 57,405 2.00% 59,112 2.00% 68,001 2.00%	\$8,553 2,00% 60,294 2,00% 69,361 2,00%	2.00% Grid Grade Average 2.00%
11 12 13	Step 6 36,404 37,486	2.00 37,13 2.00 38,23 2.00 43,98 2.00 48,21	7 8 2 37,875 % 2.00% 6 39,000 % 2.00% 6 44,866 % 2.00% 7 49,181	9 38,632 2.00% 39,780 2.00% 45,763 2.00% 50,165	10 39,405 2.00% 40,576 2.00% 46,678 2.00% 51,168	11 40,193 2,00% 41,388 2,00% 47,612 2,00% 52,192	FY2016 12 40,997 2.00% 42,215 2.00% 48,564 2.00% 53,236	13 41,817 2.00% 43,060 2.00% 49,535 2.00% 54,300	14 42,653 2.00% 43,921 2.00% 50,526 2.00% 55,386	15 43,506 2.00% 44,799 2.00% 51,536 2.00% 56,494	0.00% 16 44,376 2.00% 45,695 2.00% 52,567 2.00% 57,624	17 45,264 2.00% 46,609 2.00% 53,619 2.00% 58,776	18 46,169 2.00% 47,541 2.00% 54,691 2.00% 59,952	19 47,092 2.00% 48,492 2.00% 55,785 2.00% 61,151	20 2.00% 49,462 2.00% 56,900 2.00% 62,374	21 48,995 2.00% 50,451 2.00% 58,038 2.00% 63,621	22 49,975 2.00% 51,460 2.00% 59,199 2.00% 64,894	23 50,974 1 2.00% 52,490 2.00% 60,383 2.00% 66,192	24 51,994 2.00% 53,539 2.00% 61,591 2.00% 67,516	25 53,034 2.00% 54,610 2.00% 62,823 2.00% 68,866	26 54,094 2.00% 55,702 2.00% 64,079 2.00% 70,243	27 55,176 2.00% 56,816 2.00% 65,361 2.00% 71,648	56,280 2.00% 57,953 2.00% 66,668 2.00% 73,081	29 57,405 2.00% 59,112 2.00% 68,001 2.00% 74,543	\$8,553 2,00% 60,294 2,00% 69,361 2,00% 76,034	2.00% Grid Grade Average 2.00% 2.00%
11 12 13 14	Step 6 36,404 37,486 43,123 47,272	37,13 2.00 38,23 2.00 43,98 2.00 48,21 2.00	7 8 2 37,875 % 2.00% 6 39,000 % 2.00% 6 44,866 % 2.00% 7 49,181 % 2.00%	9 38,632 2.00% 39,780 2.00% 45,763 2.00% 50,165 2.00%	10 39,405 2.00% 40,576 2.00% 46,678 2.00% 51,168 2.00%	11 40,193 2,00% 41,388 2,00% 47,612 2,00% 52,192 2,00%	FY2016 12 40,997 2.00% 42,215 2.00% 48,564 2.00% 53,236 2.00%	13 41,817 2.00% 43,060 2.00% 49,535 2.00% 54,300 2.00%	14 42,653 2.00% 43,921 2.00% 50,526 2.00% 55,386 2.00%	15 43,506 2.00% 44,799 2.00% 51,536 2.00% 56,494 2.00%	0.00% 16 44,376 2.00% 45,695 2.00% 52,567 2.00% 57,624 2.00%	17 45,264 2.00% 46,609 2.00% 53,619 2.00% 58,776 2.00%	18 46,169 2.00% 47,541 2.00% 54,691 2.00% 59,952 2.00%	19 47,092 2.00% 48,492 2.00% 55,785 2.00% 61,151 2.00%	20 2.00% 49.462 56.900 2.00% 62,374 2.00%	21 48,995 2.00% 50,451 2.00% 58,038 2.00% 63,621 2.00%	22 49,975 2.00% 51,460 2.00% 59,199 2.00% 64,894 2.00%	23 50,974 2.00% 52,490 2.00% 60,383 2.00% 66,192 2.00%	24 51,994 2.00% 53,539 2.00% 61,591 2.00% 67,516 2.00%	25 53,034 2.00% 54,610 2.00% 62,823 2.00% 68,866 2.00%	26 54,094 2.00% 55,702 2.00% 64,079 2.00% 70,243 2.00%	55,176 2.00% 56,816 65,361 2.00% 71,648 2.00%	56,280 2.00% 57,953 2.00% 66,668 2.00% 73,081 2.00%	29 57,405 2,00% 59,112 2,00% 68,001 2,00% 74,543 2,00%	\$8,553 2,00% 60,294 2,00% 69,361 2,00% 76,034 2,00%	2.00% Grid Grade Average 2.00% 2.00%
1 2 3 4 5	5tep 6 36,404 37,486 43,123	6 37,13 2.00 38,23 2.00 43,98 48,21 2.00 53,01	7 8 2 37,875 % 2.00% 6 39,000 % 2.00% 6 44,866 % 2.00% 7 94,181 % 2.00% 7 54,077	9 38,632 2.00% 39,780 2.00% 45,763 2.00% 50,165 2.00% 55,159	10 39,405 2.00% 40,576 2.00% 46,678 2.00% 51,168 2.00% 56,262	11 40,193 2,00% 41,388 2,00% 47,612 2,00% 52,192 2,00% 57,387	FY2016 12 40,997 2,00% 42,215 2,00% 48,564 2,00% 53,236 2,00% 58,535	13 41,817 2.00% 43,060 2.00% 49,535 2.00% 54,300 2.00% 59,705	14 42,653 2.00% 43,921 2.00% 50,526 2.00% 55,386 2.00% 60,900	15 43,506 2.00% 44,799 2.00% 51,536 2.00% 56,494 2.00% 62,118	0.00% 16 44,376 2.00% 45,695 2.00% 52,567 2.00% 57,624 2.00% 63,360	17 45,264 2.00% 46,609 2.00% 53,619 2.00% 58,776 2.00% 64,627	18 46,169 2.00% 47,541 2.00% 54,691 2.00% 59,952 2.00% 65,920	19 47,092 2.00% 48,492 2.00% 55,785 2.00% 61,151 2.00% 67,238	20 2.00% 49.462 2.00% 56,900 2.00% 62,374 2.00% 68,583	21 48,995 2.00% 50,451 2.00% 58,038 2.00% 63,621 2.00% 69,954	22 49,975 2.00% 51,460 2.00% 59,199 2.00% 64,894 2.00% 71,354	23 50.974 2.00% 52,490 2.00% 60,383 2.00% 66,192 2.00% 72,781	24 51,994 2.00% 53,539 2.00% 61,591 2.00% 67,516 2.00% 74,236	25 53,034 2,00% 54,610 2,00% 62,823 2,00% 68,866 2,00% 75,721	26 54,094 2.00% 55,702 2.00% 64,079 2.00% 70,243 2.00% 77,235	27 55,176 2.00% 56,816 2.00% 65,361 2.00% 71,648 2.00% 78,780	28 56,280 2.00% 57,953 2.00% 66,668 2.00% 73,081 2.00% 80,356	29 57.405 2.00% 59.112 2.00% 68.001 2.00% 74,543 2.00% 81,963	\$8,553 2.00% 60,294 2.00% 69,361 2.00% 76,034 2.00% 83,602	2.00% Grid Grade Average 2.00% 2.00% 2.00% 2.00%
1 2 3 4 5	5tep 6 36,404 37,486 43,123 47,272 51,977	2.00 37,13 2.00 3.00 3.00 43,98 2.00 48,21 2.00 7.53,01 2.00	7 8 2 37,875 % 2.00% 6 39,000 % 2.00% 6 44,866 % 2.00% 7 49,181 % 2.00% 7 54,077 % 2.00%	9 38,632 2.00% 39,780 2.00% 45,763 2.00% 50,165 2.00% 55,159 2.00%	10 39,405 2,00% 40,576 2,00% 46,678 2,00% 51,168 2,00% 56,262 2,00%	11 40,193 2,00% 41,388 2,00% 47,612 2,00% 52,192 2,00% 57,387 2,00%	FY2016 12 40,997 2.00% 42,215 2.00% 48,564 2.00% 53,236 2.00% 58,535 2.00%	13 41,817 2.00% 43,060 2.00% 49,535 2.00% 54,300 2.00% 59,705 2.00%	14 42,653 2.00% 43,921 2.00% 50,526 2.00% 55,386 2.00% 60,900 2.00%	15 43,506 2.00% 44,799 2.00% 51,536 2.00% 56,494 2.00% 62,118 2.00%	0.00% 16 44,376 2.00% 45,695 2.00% 52,567 2.00% 57,624 2.00% 63,360 2.00%	17 45,264 2.00% 46,609 2.00% 53,619 2.00% 58,776 2.00% 64,627 2.00%	18 46,169 2.00% 47,541 2.00% 54,691 2.00% 59,952 2.00% 65,920 2.00%	19 47,092 2,00% 48,492 2,00% 55,785 2,00% 61,151 2,00% 67,238 2,00%	2.00% 49,462 2.00% 56,900 2.00% 62,374 2.00% 68,583 2.00%	21 48,995 2.00% 50,451 2.00% 58,038 2.00% 63,621 2.00% 69,554 2.00%	22 49,975 2.00% 51,460 2.00% 59,199 2.00% 64,894 2.00% 71,354 2.00%	23 50,974 2.00% 52,490 2.00% 60,383 2.00% 66.192 2.00% 72,781 2.00%	24 51,994 2.00% 53,539 2.00% 61,591 2.00% 67,516 2.00% 74,236 2.00%	25 53,034 2.00% 54,610 2.00% 62,823 2.00% 68,866 2.00% 75,721 2.00%	26 54,094 2.00% 55,702 2.00% 64,079 2.00% 70,243 2.00% 77,235 2.00%	27 55,176 2.00% 56,816 2.00% 65,361 2.00% 71,648 2.00% 78,780 2.00%	28 56,280 2.00% 57,953 2.00% 66,668 2.00% 73,081 2.00% 80,356 2.00%	29 57,405 2,00% 59,112 2,00% 68,001 2,00% 74,543 2,00% 81,963 2,00%	\$0 58,553 2,00% 60,294 2,00% 69,361 2,00% 76,034 2,00% 83,602 2,00%	2.00% Grid Grade Average 2.00% 2.00%
11 12 13 14 15	Step 6 36,404 37,486 43,123 47,272	37,13 2.00 38,23 2.00 43,98 2.00 48,21 2.00 2.00 58,58	7 8 2 37,875 6 39,000 % 2.00% 6 44,866 % 2.00% 7 49,181 % 2.00% 7 54,077 % 2.00% 8 59,760	9 38,632 2.00% 39,780 2.00% 45,763 2.00% 50,165 2.00% 55,159 2.00% 60,955	10 39,405 2.00% 40,576 2.00% 46,678 2.00% 51,168 2.00% 51,168 2.00% 56,262 2.00%	11 40,193 2,00% 41,388 2,00% 47,612 2,00% 52,192 2,00% 57,387 2,00% 63,418	12 40,997 2,00% 42,215 2,00% 48,564 2,00% 53,236 2,00% 58,535 2,00% 64,686	13 41,817 2.00% 43,060 2.00% 49,535 2.00% 54,300 2.00% 59,705 2.00% 65,980	14 42,653 2,00% 43,921 2,00% 50,526 2,00% 55,386 2,00% 60,900 2,00% 67,300	15 43,506 2.00% 44,799 2.00% 55,436 2.00% 62,118 2.00% 62,646	0.00% 16 44,376 2.00% 45,695 2.00% 52,567 2.00% 57,624 2.00% 63,360 2.00% 70,018	17 45,264 2.00% 46,609 2.00% 53,619 2.00% 58,776 2.00% 64,627 2.00% 71,419	18 46,169 2.00% 47,541 2.00% 54,691 2.00% 59,952 2.00% 65,920 2.00% 72,847	19 47,092 2.00% 48,492 2.00% 55,785 2.00% 61,151 2.00% 67,238 2.00% 74,304	20 2.00% 49,462 2.00% 56,900 2.00% 62,374 2.00% 68,583 2.00% 75,790	21 48,995 2.00% 50,451 2.00% 58,038 2.00% 63,621 2.00% 69,954 2.00% 77,306	22 49,975 2.00% 51,460 2.00% 59,199 2.00% 64,894 2.00% 71,354 2.00% 78,852	23 50,974 2.00% 52,490 2.00% 60,383 2.00% 66,192 2.00% 72,781 2.00% 80,429	24 51,994 2.00% 53,539 2.00% 61,591 2.00% 67,516 2.00% 74,236 2.00% 82,038	25 53,034 2,00% 54,610 2,00% 62,823 2,00% 68,866 2,00% 75,721 2,00% 83,679	26 54,094 2.00% 55,702 2.00% 64,079 2.00% 70,243 2.00% 77,235 2.00% 85,352	27 55,176 2.00% 56,816 2.00% 65,361 2.00% 71,648 2.00% 78,780 2.00% 87,059	28 56,280 2.00% 57,953 2.00% 66,668 2.00% 73,081 2.00% 80,356 2.00% 88,800	29 57.405 2.00% 59.112 2.00% 68.001 2.00% 74.543 2.00% 81,963 2.00% 90,576	\$0 \$8,553 2,00% 60,294 2,00% 69,361 2,00% 76,034 2,00% 83,602 2,00% 92,388	2.00% Grade Average 2.00% 2.00% 2.00% 2.00% 2.00%
11 12 13 14 15 16 17	Step 6 36,404 37,486 43,123 47,272 51,977 57,440	2.00 6 37,13 2.00 38,23 2.00 43,98 2.00 48,21 2.00 53,01 2.00 53,01 58,58 2.00	7 8 2 37,875 % 2.00% 6 39,000 % 2.00% 6 44,866 % 2.00% 7 49,181 % 2.00% 7 54,077 % 2.00% 7 54,077 % 2.00%	9 38,632 2.00% 39,780 2.00% 45,763 2.00% 50,165 2.00% 55,159 2.00% 60,955 2.00%	10 39,405 2.00% 40,576 2.00% 46,678 2.00% 51,168 2.00% 56,262 2.00% 62,174 2.00%	11 40,193 2,00% 41,388 2,00% 47,612 2,00% 57,387 2,00% 57,387 2,00% 63,418 2,00%	FY2016 12 40,997 2,00% 42,215 2,00% 48,564 2,00% 58,335 2,00% 64,686 2,00%	13 41,817 2.00% 43,060 2.00% 49,535 2.00% 54,300 2.00% 59,705 2.00% 65,980 2.00%	14 42,653 2,00% 43,921 2,00% 50,526 2,00% 60,900 2,00% 67,300 2,00%	15 43,506 2.00% 44,799 2.00% 55,436 2.00% 56,494 2.00% 62,118 2.00% 68,646 2.00%	0.00% 16 44,376 2.00% 45,695 2.00% 52,567 2.00% 63,360 2.00% 70,018 2.00%	17 45,264 2.00% 46,609 2.00% 53,619 2.00% 64,627 2.00% 64,627 2.00% 71,419 2.00%	18 46,169 2.00% 47,541 2.00% 54,691 2.00% 59,952 2.00% 65,920 2.00% 72,847 2.00%	19 47,092 2.00% 48,492 2.00% 55,785 2.00% 61,151 2.00% 67,238 2.00% 74,304 2.00%	2.00% 49,462 2.00% 56,900 2.00% 62,374 2.00% 68,583 2.00% 75,790 2.00%	21 48,995 2.00% 50,451 2.00% 58,038 2.00% 69,954 2.00% 77,306 2.00%	22 49,975 2.00% 51,460 2.00% 59,199 2.00% 64,894 2.00% 71,354 2.00% 78,852 2.00%	23 50,974 2.00% 52,490 2.00% 60,383 2.00% 66,192 2.00% 72,781 2.00% 80,429 2.00%	24 51,994 2.00% 53,539 2.00% 61,591 2.00% 67,516 2.00% 74,236 2.00% 82,038 2.00%	25 53,034 2,00% 54,610 2,00% 62,823 2,00% 68,866 2,00% 75,721 2,00% 83,679 2,00%	26 54,094 2.00% 55,702 2.00% 64,079 2.00% 70,243 2.00% 77,235 2.00% 85,352 2.00%	27 55,176 2.00% 56,816 2.00% 65,361 2.00% 71,648 2.00% 78,780 2.00% 87,059 2.00%	28 56,280 2.00% 57,953 2.00% 66,668 2.00% 73,081 2.00% 80,356 2.00% 88,800 2.00%	29 57.405 2.00% 59.112 2.00% 68.001 2.00% 74,543 2.00% 81,963 2.00% 90,576 2.00%	\$0 58,553 2.00% 60,294 2.00% 69,361 2.00% 76,034 2.00% 83,602 2.00% 92,388 2.00%	2.00% Grid . Grade Average 2.00% 2.00% 2.00% 2.00%
1 2 3 6 7	5tep 6 36,404 37,486 43,123 47,272 51,977	2.00 6 37,13 2.00 38,23 2.00 43,98 2.00 48,21 2.00 53,01 2.00 53,01 58,58 2.00	7 8 2 37,875 % 2.00% 6 39,000 % 2.00% 6 44,866 % 2.00% 7 49,181 % 2.00% 7 54,077 % 2.00% 8 59,760 % 2.00% 6 66,307	9 38,632 2.00% 39,780 2.00% 45,763 2.00% 50,165 2.00% 55,159 2.00% 60,955 2.00% 60,955	10 39,405 2,00% 40,576 2,00% 46,678 2,00% 51,168 51,268 2,00% 56,262 2,00% 62,174 2,00% 68,985	11 40,193 2,00% 41,388 2,00% 47,612 2,00% 52,192 2,00% 57,387 2,00% 63,418	12 40,997 2,00% 42,215 2,00% 48,564 2,00% 53,236 2,00% 58,535 2,00% 64,686	13 41,817 2.00% 43,060 2.00% 49,535 2.00% 54,300 2.00% 59,705 2.00% 65,980 2.00% 73,208	14 42,653 2,00% 43,921 2,00% 50,526 2,00% 55,386 2,00% 60,900 2,00% 67,300	15 43,506 2.00% 44,799 2.00% 55,436 2.00% 62,118 2.00% 62,646	0.00% 16 44,376 2.00% 45,695 2.00% 52,567 2.00% 57,624 2.00% 63,360 2.00% 70,018	17 45,264 2.00% 46,609 2.00% 53,619 2.00% 58,776 2.00% 64,627 2.00% 71,419	18 46,169 2.00% 47,541 2.00% 54,691 2.00% 59,952 2.00% 65,920 2.00% 72,847	19 47,092 2.00% 48,492 2.00% 55,785 2.00% 61,151 2.00% 67,238 2.00% 74,304 2.00%	20 2.00% 49,462 2.00% 56,900 2.00% 62,374 2.00% 68,583 2.00% 75,790	21 48,995 2.00% 50,451 2.00% 58,038 2.00% 63,621 2.00% 69,954 2.00% 77,306	22 49,975 2.00% 51,460 2.00% 59,199 2.00% 64,894 71,354 2.00% 78,852 2.00% 87,490	23 50,974 2.00% 52,490 2.00% 60,383 2.00% 66,192 2.00% 72,781 2.00% 80,429	24 51,994 2.00% 53,539 2.00% 61,591 2.00% 67,516 2.00% 74,236 2.00% 82,038	25 53,034 2,00% 54,610 2,00% 62,823 2,00% 68,866 2,00% 75,721 2,00% 83,679	26 54,094 2.00% 55,702 2.00% 64,079 2.00% 70,243 2.00% 77,235 2.00% 85,352	27 55,176 2.00% 56,816 2.00% 65,361 2.00% 71,648 2.00% 78,780 2.00% 87,059	28 56,280 2.00% 57,953 2.00% 66,668 2.00% 73,081 2.00% 80,356 2.00% 88,800 2.00%	29 57.405 2.00% 59.112 2.00% 68.001 2.00% 74.543 2.00% 81,963 2.00% 90,576	\$0 \$8,553 2,00% 60,294 2,00% 69,361 2,00% 76,034 2,00% 83,602 2,00% 92,388	2.00% Grid d Grede Average 2.00% 2.00% 2.00% 2.00% 2.00% 2.00%

		2														2.00%	nid Average			2															2.00% Grid Average
		31 Grade Ave age		2 00%		2.00%		2.00%		2.00%		2.00%		2,00%		2.00%	2.00% G			Grade Anrage		2.00%		2.00X		2.70%		2.00X		2.00%		2.00%		2.00%	2.00%
		31 0	59,724	2 00%	61,500	2.00%	70 748	2.00%	77 554	2.00%	85,274	2.30%	94,135	2.00%	104 553	2.00%	7			31 G	60,172	2.00%	61,961	2 00%	71,279	2.30%	18136	2.00%	85914	2.30%	94 942	2.30%	1 5 1	2,30%	-
		30	58,553	2,30%	60,294	\$002	69,361	2 00%	76034	2.00%	83 682	2.00%	92,388	2.30%	102,509	2.30%				2	SE 993	2.00%	60,746	2.00%	188'69	2.00%	76,604	2.30%	64,2/9	2.00%	93 00 [2.00%	103 277	2 00%	
		59	17,405	2,30%	59,112	2,30%	69,001	2.DO%	74 543	2.30%	19618	2 00%	90 576	2.00%	669 001	2.30%				2	-	2.00%	55 55	2 00%	64,511	2.00%	75,102	2.00%	82 577	2.70%	91,2,6		101,252	7,00%	
		28	26,280	2.00%	51953	2.00%	899,99	2.00%	72,081	2.00%	80,3 6	2.00%	88,800	2,00%	98,528	2.30%				77	56 702	2.30X	18195	2.30%	67,168	2 00%	73,629	2.30%	80958	2.00%	89 4p B		197'66	2.00%	
		23	\$5,176	2.00%	56 616	2.00%	196.39	2.00%	73,648	2.00%	78 780	2.00%	87 059	2.00%	962'96	2.30%				27	55 590		57,242	2 00%	65,851	2.00%	72,188	2.30%	79,371	2 00%	211 29	30%	175'16	2 00%	
		35	54,094	3.30%	5 3 702	3 00%		2.00%	70,143	2 00%	77,235	2.30%	85 352	2.30%	20,702	2 00%				26	54 500	2.30X	56 120	2.00%	1.5	2.00%	20 770	2.30%	77.8 5	3.00%	\$5 992	Ц	517'56	2 00%	
		22	100,12	2.00%	24 610	2 00%		2.00%	68,866	2 00%	75,721	2.30%	83,679	2.30%	92,845	2.00%				2		2. XX	=	2 00%	9.7	2.00%	68,382	2.00%	76,289	2.00%	81,306	2.00%	93,541	2.00%	
		24	\$1,994	2 00%	53,539	2.00%	165,19	2.30%	67,516	2.00%	74 236	2.00%	85,038	_	91.025	2.00%				24	52,184	2 00%	53 941	2 00%	62 053	2.00%	68 022	2.00%	74 793	2 00%	82,653	2.00%	1,007,16	2,30%	
		23	\$6,974	2 00%	52 490	3 00%	60,383	2 00%	61,192	2.30%	187,57	2.30%	80 419	300%	89,240	2.00%				11	51 357	2.00%		2.00%		2.00%	66,688	2.00%	73,326	2.30%	81 052	2,00%	606'68	2,30%	
		22	516,63	2 00%	51,460	2.00%	59,199	2.00%	Ш		71.354	2.00%		2.00%	87 490	2.00%				n		2 00%	51,846	2 00%	59,643			2 00%	71,889	2.00%	79,444	2.00%	88,116	2.00%	
		23	48,995	2 00%	180 09	3 00%	820 85	2 00%			60 954	2.30%		2.00%	5/1/58	2.30%				21				_				2.00%	70,473	2.00%	988'44	2.00%	41	2.00%	
		20	48 D34	3 00K		2 00%	26,900	2.30%	\Box	Ц	£85'89	2.30%		2.00%	84,093	2.00%				20		2.00%				2.00%		2.00%	160'69	2.30%	76 359	\$ 00%		2 00%	
		19	160'49	2.30%	48 492	%00 Z	Ш	2:00%	Ш		867'238	2.30%	74 304	2.30%	1717 29	2 00%				15	47,445	2.00%	48.8:6			2.30%	81 610	2.30%	51.715	3.30%	74,861	X00 Z	83,062	2,30%	
		18	46 169	2.30%	47,541	2 00%	54,691	L	\Box	Ц	026 59	3:00%		2.00%	80,827	2.00%				18		2.30%	47 898	-				2.00%	66,414	2.00%	13,391	2.00%		2 00%	
¥0000		- 23	45 264	2,00%	46,609	\$002	63 619	2 00%		300%	279 19	2.30%	71,419		29.242	2.00%		0.75%		13	45 603	2.00%	46.959	2.00%	120 95			2.30%	65,1 2	2.30%	71,954	2.00%	75,837	7 00%	
Acresse		16	44,376	2.00%	45,695	2.00%	52,167	2.00%	57,624		091'69	2,00%	70 018	Ц	689'11	7.00×		in rease		16	44,709	2,00%	46,038	2.00%	13672			2.00%	183,83	2 30%	70,544	2.00%	1 1 1	2.00%	
ž		15	43,506	2.30%	44,799	2 00%		2 00%	56.454	_	811 29	2.00%	1		76.165	2.00%		£		15	43 832	2.00%	45,135		_	2.00%		2 00%	62 583	2.30%	69,160	2.00X	76,737	2.00X	
		11	£59 2#	2 00%	42 921	\$ 00%		2 00%			006'09	2.00%		1	74,672	3,00				14	42,973	7.00%		_		2.00%	55,002	2.30%	61 356	2 00%		X00 Z	75,232	\$00 Z	
2017		13	41,817	2.00%	43 060	2.00%	49,535	2.00%		Л	50 205	2,00%			73,208	2.00%		2012		13		_		_		_		2.00%	60,153	2 00%	68,475	2.00%	79,757	\$002	
Grid fo PY		12	166'09	2.00X	42,215	2 00%	48 564	2.30%		Ц	58,535	2.00%	989 19	2.00%	21,372	2 00%		Grid for FY		12		2.00%					Ш	2.00%	\$16,85	2.30%	65,171	2.00%	72,311	2,00%	
UAW Professional Salary Grid for PY2017		=	10,193	2.00%	41,388	2.30%	47 812	2.00%	52.192	Ц	186,72	2,00%		_	596,07	2.00X		UAW Professional Salary Grid for FY2012	2016	11		2.00%	41.638					2.30%	57,817	2.00%	Ш	2.00%	70 893	2,00%	
W Professk		10	39,405	2.00%	40,576	2,00%	_	2.00%	1	Ц	29795	2.00%	62 174	30%	9	2.00%		W Professi	September 1, 2016	91		2.00%		Ц		2.00%	51 552	2.00%	56 684	2.00%	- 4	2.00%	69,503	2 00%	
5		•	38,632	2 00%	39 780	2.00%	45 763	2.00%	50.165	Ц	651,88	2.00%	9833	2.00%	ES 833	2.00%		5	Ī		38,922	2,00%	40.079	2.00%		_	_	2.00%	55,572	2.00%	61,412	2.00%	68 140	2.00%	
		**	37,815	2.00%	39,000	2.00%	44 866	2.00%	11	Ц	14015	2 00%	29 760	\$00.2	(01)	2 00%	,			•	38.159	2.30%	39,293	2.00%	45,202	_		2.00%	Ц	7.00%		2.00%	66,804	2.00%	
			37.1		38 236		43,986	-	48,215	L	23,017		28,588		900'59	-			9	1	37.4		38,5		44,31	_	43,579	-	53,414	200	59.028		65 494		
	Step	rade	۳	L	2	L	SI	L	Ļ	L	SI.	L	<u></u>		*	L			\$2.00 \$2.00	#	=======================================	Ц	21		7		=		21		91		2	L	J

					UAW Profe	esional Sel	ary Grid for	FY2016		1	nc: e858	0.00%															
	St	ep																									
Grade	_	6			•	10	11	12	13	14	15	16	17	16	19	20	21	22	23	24	25	26	27	28	29		Grade Average
1	1	36,450	37,204			39,558	40,377					44,725			47,495	48,443			51,409			54,556		56,760	57,895	59,053	
	. -		2.07%	2.07%	2.07%	2.07%	2.07%	2 06%		2.06%	2.07%	2.07%	2.07%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%		2.00%	2.00%	2.00%	2.00%	2.03%
1	²L	37,822		39,703	40,678	41,677	42,700	43,747		45,923		48,206	49,390	50,377	52,385	52,413	53,462	54,531	55,622		57,869		60,207	61,411	62,639	63,892	
	.		2.46%	2.46%	2.46%	2.46%	2.45%	2.45%	2.46%		2.46%	2.45%	2.46%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.21%
1	"⊢	43,180	44,073	44,984	45,914	46,862	47,831	48,819	49,829		51,911	52,984	54,079	55,161	56,263	57,387	58,535	59,707	60,900	62,119	63,361	64,628	65,821	67,239	68,584	69,956	
		42.222	2.07%	2.07%	2.07%	2.07%	2.07% 52,430	2.06%	2.07% 54,622	2.07% 55,7\$0	2.07% 56,902	2.07%	2.07% 59,280	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	72,262	2.00%	2.00%	2.00%	2.03%
	^⊢	47,332	48,311 2.07%	49,310	50,329 2.07%	51,368 2.06%	2.07%	53,515 2.07%	2.07%	2.06%	2.07%	2.07%	2.07%	2.00%	2.00%	62,898 1.98%	64,166 2.02%	65,450 2.00%	66,759 2.00%	68,094 2.00%	69,456 2.00%	70,845	2.00%	73,707	75,182 2.00%	76,685 2.00%	2.03%
	.⊢	52,045	53,122	54,219			57,653	58,846	60,063	61,305	62,573	63,867	65,187	66,491	67,821	69,178	70,560	71,972	73,412	74,880	76,377	77,905	79,464	81,053	82,674	84,327	2.03%
•	" –	32,043	2.07%	2.07%	2.07%		2.07%	2 07%	2.07%	2.07%	2.07%	2.07%	2.07%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.03%
•	₄⊢	57,514	58,705	59,917	61,156	62,423	63,713	65,032	66.375	67,750	69,149	70,578	72,039	73,480		76,448	77,979	79,539	81.129	82,752	84,407	86,096	87,817	89.574	91,365	93,193	1.05%
•	Ή	37,314	2.07%	2.06%	2.07%	2.07%	2.07%	2.07%	2.07%		2.07%	2.07%	2.07%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2 00%	2 00%	2.00%	2.00%	2.00%	2.00%	2 00%	2.03%
1	, ⊢	63,817	65,135	66,481	67,856			72.150	73,631	75,164		78,304	79,922		83,151	84,814	86,510	88.240	90.005	91,806	93,642	95,515	97,425	99,373			2.0370
•	"⊢	02,01	2.06%								2.07%	2.07%	2.07%	2,00%			2.00%			2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	_	2.03%
	_			0.01.0		2.0770			0.00.0	4.00.0				0.00.0													2.06% Grid Average
					UAW Profe	ssionel Sel	ary Grid for	FY2017			ncrease	0.00%															
	Sŧ	ep																									
Grade		7		9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	26	29	30	31	Grade Average
1	1	37,204	37,972	38,758		40,377	41,210	42,064	42,932	3, 1	3,55			47,495	48,443	49,413	50,402	51,409	52,437				1	57,895	59.053	60,234	
			2.07%	2.07%	2.07%	2.07%	2.06%	2.07%	2.06%	2.07%	2.07%	2.07%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.03%
1	≥ □	38,750	39,703	40,678	41,677	42,700	43,747	44,823	45,923	47,051	48,206	49,390	50,377	51,385	52,413	53,462	54,531	55,622	56,734	57,869	59,026	60,207	61,411	62,639	63.892	65,170	1
			2.46%	2 46%	2.46%	2.45%	2.45%	2.46%	2.45%		2.45%	2.46%	2.00%	2.00%	2.00%	2.00%	2.00%	2 00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.22%
1	.∌□	44,073	44,984	45.914	46,862	47,831	48,819	49,829	50,859	51,911	52,984	54,079	55.161	56,263	57,387	58,535	59,707	60,900	62,119	63,361	64,628	65,921	67,239	68.584	69,956	71,355	
			2.07%	2.07%	2.07%	2.07%	2.06%	2.07%	2.07%		2.07%	2.07%	2.00%	2.00%		2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.03%
1	4	48,311	49,310		51,368	52,430	53,515	54,622	55,750		\$8,078	59,280	60,463	61,674		64,166	65,450	66,759	68.094	69,456	70,845	72,262	73,707	75,182	76,685	78,219	
			2.07%				2.07%				2.07%	2.07%	2.00%	2.00%		2.02%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.03%
1	5_	53,122		55,340		57,653	58,846	60,063	61,305		63,867	65,187	66,491	67,821	69,178	70,560		73,412	74,880		77,905	79,464	81,053	82,674	84,327	86,014	
	_		2.07%	2.07%	2.07%		2.07%	2 07%	2.07%		2.07%	2.07%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.03%
. 1	6	58,705	59,917	61,156			65,032	66,375	67,750			72,039	73,480	74,949	76,448	77,979	79,539	81,129	82.752	84,407	86,096	87,817	89,574	91,365	93,193	95,056	
	_		2.06%	2.07%	2.07%		2.07%		2.07%		2.07%	2.07%	2.00%	2.00%		2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.03%
1	7	65,135	66,481	67,856		70,689	72,150	73,631	75,164			79,922	81,520	83,151	84,814	86,510		90,005	91,806	93,642	95,515	97,425			103,388	105,456	2 224
	ᆫ		2.07%	2.07%	2.07%	2.07%	2.07%	2.05%	2.08%	2.07%	2.07%	2.07%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.03%
																											2.06% Grid Average
					I IAW Deal	seeband Sal	tary Grid for	EV2017			increase	0.75%															
		ep			September		Hai y Gina 101	,,,,,,				0.757															
Grade		,			10	11	12	13	14	15	16	17	10	19	20	21	22	23	24	25	26	27	28	29	30	31	Grade Averege
		37,483	38 757	39,048					43,254			45,992			7			51,794	52,831			56,064			1		l
•	" -	37,403	2.07%	2.07%			2.06%				2.07%	2.07%	2.00%	2.00%	2.00%		2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.03%
1	<u>,</u>	39,041	40,001	40,983				45,159			48,567	49,761	50,755		52,806			56,039	57,160	58,303	59,469	60,658	61,871	63,109	64,371	65,658	2.02%
	⁻┝	,	2,46%	2.46%	2.46%		2.45%				2.45%	2.46%	2.00%	2.00%		2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2 00%	2.00%	2.00%	2.00%	2.22%
1	a –	44,403	45,321	46,258	47,214		49,185	50,203	51,240			54,485	55,574	56,685	57,818	58,974	60,155	61,357	62,584	63,836	65,113	66.415	67,743	69,098	70,480	71,890	
•	1	.,	2.07%	2.07%	2.07%		2.06%		2.07%		2.07%	2.07%	2.00%	2.00%		2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.03%
1	4	48.673	49,680		51,754		53,916		56,168		58,513	59,724	60,917	67,136		64,647	65,940	67,260		69,977	71,377		74,260	75,745	77,260	78,806	
			2.07%						2.06%	2.07%	2.07%	2.07%	2.00%	2 00%		2.02%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.03%
1	5	53,520	54,626		56,909	58,085		60,514	61,76\$	63,042	64,346	65,676	66.989	68,329	69,697	71,090	72,512	73,962	75,442	76,950	78,490	80,060	81.661	83,294	84,960	86.659	
			2.07%		2.07%	2.07%	2.07%	2.07%	2.07%	2.07%	2.07%	2.07%	2.00%	2,00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2 00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.03%
1	6	59,145	60,366	61,615	62,891	64,191	65,519	66,873	68,258	69,667	71,107	72,579	74,031	75,511	77,022	78,564	80,135	81,738	83,373	85,040	86,741	88,476	90,246	92,051	93,892	95,769	
			2.06%			2.07%	2.07%	2.07%	2.07%	2.07%	2 07%	2.07%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.03%

Updated 8/22/2014

APPENDIX E UAW Professional Unit Grade Assignments

<u>Position</u>	<u>Grade</u>
Analytical Chemist	11
Appraiser I	11
Assessing Admin Specialist III/CSR	11
Executive Assistant/Business Coordinator	11
Planner I	11
Program Coordinator	11
Appraiser II	12
Citizens Services Coordinator	12
DPW Billing Accountant	12
DPW Contract Administrator	12
Grant Management Specialist	12
Purchasing Agent II	12
Recycling Coordinator	12
Revenue Coordinator	12
Transit Fleet & Facilities Supervisor	12
Project Administrator, LP&HH	12
Technical Specialist I	12
Construction Inspector Engineering Assistant	13
Appraiser III	13
Planner II	13
Process Chemist	13
Program Coordinator, LP&HH	13
Project Administrator	13
Safety/Loss Prevention Analyst	13
Transit Financial Coordinator	13
Trust Accountant	13
GIS Technician II	14
Industrial Pretreatment Coordinator	14
Plans Examiner	14
Supervisor, Laboratory	14
Technical Specialist II/Network Support	14
Deputy Planning Manager	15
IT Infrastructure Analyst	15
Senior Accountant	15
Senior Financial Analyst	15
IT Applications Analyst	16
Systems Admin/Database Administrator	16
Plant Operations Supervisor	17

The positions listed below became inactive:

Internet/Intranet Applications Developer	16
Executive Administrator	12
Accountant	12

Any new title classified within grades 11 - 17 will not require a reopening of the contract or further negotiation.

APPENDIX F

JULY 25, 2005 ULP SETTLEMENT AGREEMENT

[Language has been inserted into CBA, Article 12.]